



REPORTING PERIOD: 07/01/2023 to 06/30/2024

LOCATION(S): UNITARIAN UNIVERSALIST ASSOCIATION

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

## Snowflake Inc.

<b>Meeting Date:</b> 07/05/2023	<b>Country:</b> USA	<b>Ticker:</b> SNOW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1763603	
<b>Primary Security ID:</b> 833445109	<b>Primary CUSIP:</b> 833445109	<b>Primary ISIN:</b> US8334451098	<b>Primary SEDOL:</b> BN134B7
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,469	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,469	<b>Shares Voted:</b> 2,469

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Teresa Briggs	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Teresa Briggs and Jeremy Burton given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Mark McLaughlin, is warranted.</i>						
1b	Elect Director Jeremy Burton	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Teresa Briggs and Jeremy Burton given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee, Mark McLaughlin, is warranted.</i>						
1c	Elect Director Mark D. McLaughlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following reasons: - The provision for automatic accelerated vesting of equity awards upon a change in control; - A lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.78 percent of the fees paid to the auditor are for non-audit purposes.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/21/2023	Auto-Approved 06/21/2023		2,469	2,469
<b>Total Shares:</b>						<b>2,469</b>	<b>2,469</b>

## Black Knight, Inc.

<b>Meeting Date:</b> 07/12/2023	<b>Country:</b> USA	<b>Ticker:</b> BKI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/19/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1763991	
<b>Primary Security ID:</b> 09215C105	<b>Primary CUSIP:</b> 09215C105	<b>Primary ISIN:</b> US09215C1053	<b>Primary SEDOL:</b> BDG75V1

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Black Knight, Inc.

Total Ballots: 1		Voting Policy: UUA				Votable Shares: 267		*Shares on Loan: 0		Shares Instructed: 267		Shares Voted: 267	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction						
1.1	Elect Director Anthony M. Jabbour	Mgmt	Yes	For	For		Withhold	Withhold					
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>													
1.2	Elect Director Catherine L. (Katie) Burke	Mgmt	Yes	For	For		For	For					
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>													
1.3	Elect Director David K. Hunt	Mgmt	Yes	For	For		For	For					
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>													
1.4	Elect Director Joseph M. Otting	Mgmt	Yes	For	For		For	For					
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>													
1.5	Elect Director Ganesh B. Rao	Mgmt	Yes	For	For		Withhold	Withhold					
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>													
1.6	Elect Director John D. Rood	Mgmt	Yes	For	For		For	For					
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>													
1.7	Elect Director Nancy L. Shanik	Mgmt	Yes	For	For		For	For					
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>													
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against		Against	Against					
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - An NEO received a large one-time discretionary bonus in connection with a pending merger, the size of which is considered excessive; - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>													
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For		For	For					
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 24.85 percent of the fees paid to the auditor are for non-audit purposes.</i>													

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/26/2023	Auto-Approved 06/26/2023		267	267
<b>Total Shares:</b>						<b>267</b>	<b>267</b>

# F&G Annuities & Life, Inc.

<b>Meeting Date:</b> 07/12/2023	<b>Country:</b> USA	<b>Ticker:</b> FG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/19/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1767283	
<b>Primary Security ID:</b> 30190A104	<b>Primary CUSIP:</b> 30190A104	<b>Primary ISIN:</b> US30190A1043	<b>Primary SEDOL:</b> BM9XCNO

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# F&G Annuities & Life, Inc.

**Total Ballots:** 1

**Voting Policy:** UUA

**Votable Shares:** 38

**\*Shares on Loan:** 0

**Shares Instructed:** 38

**Shares Voted:** 38

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Rood	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1.2	Elect Director Michael J. Nolan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i></p>							
1.3	Elect Director Douglas Martinez	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i></p>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that a review of the company's executive pay program does not raise significant concerns at this time.</i></p>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.01 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/22/2023	Auto-Approved 06/22/2023		38	38
<b>Total Shares:</b>						<b>38</b>	<b>38</b>

# VMware, Inc.

**Meeting Date:** 07/13/2023

**Country:** USA

**Ticker:** VMW

**Proxy Level:** 3

**Record Date:** 05/15/2023

**Meeting Type:** Annual

**Meeting ID:** 1766789

**Primary Security ID:** 928563AC9

**Primary CUSIP:** 928563AC9

**Primary ISIN:** US928563AC98

**Primary SEDOL:** BDT5HN8

**Total Ballots:** 2

**Voting Policy:** UUA

**Votable Shares:** 255

**\*Shares on Loan:** 0

**Shares Instructed:** 255

**Shares Voted:** 255

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Bates	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Michael Dell	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Egon Durban	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned, and no significant concerns are highlighted at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.86 percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/23/2023	Auto-Approved 06/23/2023		209	209
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/23/2023	Auto-Approved 06/23/2023		46	46
<b>Total Shares:</b>						<b>255</b>	<b>255</b>

**Liberty Media Corporation**

<b>Meeting Date:</b> 07/17/2023	<b>Country:</b> USA	<b>Ticker:</b> FWONK	<b>Proxy Level:</b> 5
<b>Record Date:</b> 06/06/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1771939	
<b>Primary Security ID:</b> 531229755	<b>Primary CUSIP:</b> 531229755	<b>Primary ISIN:</b> US5312297550	<b>Primary SEDOL:</b> BPLYVN5
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 906	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 906	<b>Shares Voted:</b> 906

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. By splitting off the Braves group from the Liberty Media umbrella, it will no longer be exposed to the negative aspects of the current tracking stock structure. In particular, the split-off is expected to result in greater transparency, a less complex capital structure, a reduced valuation discount than that currently applied to the Braves group, and an independent equity currency to be used for corporate purposes. Note that only holders of BATRA and BATRB are entitled to vote on this proposal. Votes on this proposal by holders of any other class of shares will not be tabulated.</i>							

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# Liberty Media Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Amend Certificate of Incorporation Re: Tracking Stock	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this group of proposals is warranted. Following the proposed split-off in Item 1 and the reclassification in Items 2-4, some of the negative effects associated with the current tracking stock structure are expected to be reduced as the Liberty Braves group would no longer be under the Liberty Media umbrella. In addition, certain assets currently held by the Liberty SiriusXM and Formula One groups will be attributed to a new entity, Liberty Live, and the holders of tracking stock in Liberty SiriusXM and Formula One will receive shares in that new entity. Afterwards, holders of the various tracking stock groups should benefit from the more focused businesses of the groups, which the board believes may result in reduced valuation discrepancies in the tracking stocks.</i></p>							
3	Amend Certificate of Incorporation Re: Liberty SiriusXM Group Recapitalization	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this group of proposals is warranted. Following the proposed split-off in Item 1 and the reclassification in Items 2-4, some of the negative effects associated with the current tracking stock structure are expected to be reduced as the Liberty Braves group would no longer be under the Liberty Media umbrella. In addition, certain assets currently held by the Liberty SiriusXM and Formula One groups will be attributed to a new entity, Liberty Live, and the holders of tracking stock in Liberty SiriusXM and Formula One will receive shares in that new entity. Afterwards, holders of the various tracking stock groups should benefit from the more focused businesses of the groups, which the board believes may result in reduced valuation discrepancies in the tracking stocks.</i></p>							
4	Amend Certificate of Incorporation Re: Formula One Group Recapitalization	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this group of proposals is warranted. Following the proposed split-off in Item 1 and the reclassification in Items 2-4, some of the negative effects associated with the current tracking stock structure are expected to be reduced as the Liberty Braves group would no longer be under the Liberty Media umbrella. In addition, certain assets currently held by the Liberty SiriusXM and Formula One groups will be attributed to a new entity, Liberty Live, and the holders of tracking stock in Liberty SiriusXM and Formula One will receive shares in that new entity. Afterwards, holders of the various tracking stock groups should benefit from the more focused businesses of the groups, which the board believes may result in reduced valuation discrepancies in the tracking stocks.</i></p>							
5	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the underlying split-off and reclassification merit shareholder support.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/11/2023	Auto-Approved 07/11/2023		906	906
<b>Total Shares:</b>						<b>906</b>	<b>906</b>

# Avangrid, Inc.

<b>Meeting Date:</b> 07/18/2023	<b>Country:</b> USA	<b>Ticker:</b> AGR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/26/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1754512	
<b>Primary Security ID:</b> 05351W103	<b>Primary CUSIP:</b> 05351W103	<b>Primary ISIN:</b> US05351W1036	<b>Primary SEDOL:</b> BYPOCD9

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Total Ballots: 1

Voting Policy: UUA

Votable Shares: 427

\*Shares on Loan: 0

Shares Instructed: 427

Shares Voted: 427

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ignacio S. Galan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director John Baldacci	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Pedro Azagra Blazquez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Daniel Alcain Lopez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Maria Fatima Banez Garcia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Robert Duffy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Teresa Herbert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Patricia Jacobs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director John Lahey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Agustin Delgado Martin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Santiago Martinez Garrido	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Jose Sainz Armada	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee.</i>						
1.13	Elect Director Alan Solomont	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Camille Joseph Varlack	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

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## Avangrid, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							
4	Amend Bylaws Re: Committee Changes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendment appears to be administrative in nature.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/28/2023	Auto-Approved 06/28/2023		427	427
<b>Total Shares:</b>						<b>427</b>	<b>427</b>

## Constellation Brands, Inc.

<b>Meeting Date:</b> 07/18/2023	<b>Country:</b> USA	<b>Ticker:</b> STZ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/19/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1766672	
<b>Primary Security ID:</b> 21036P108	<b>Primary CUSIP:</b> 21036P108	<b>Primary ISIN:</b> US21036P1084	<b>Primary SEDOL:</b> 2170473
<b>Votable Shares:</b> 100	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christy Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jennifer M. Daniels	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Nicholas I. Fink	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Ernesto M. Hernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Susan Somersille Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jose Manuel Madero Garza	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Constellation Brands, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Daniel J. McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director William A. Newlands	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Richard Sands	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Robert Sands	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Judy A. Schmeling	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives remain based entirely on pre-set financial performance targets. A majority of long-term incentives continue to be time-based, but beginning with FY23, half of LTI will be performance-based.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Disclose GHG Emissions Reductions Targets	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.</i>							
6	Report on Support for a Circular Economy for Packaging	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's efforts to support a circular economy for packaging would allow shareholders to better assess the company's management of related risks.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/12/2023	Auto-Approved 07/12/2023		100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



## Extra Space Storage Inc.

<b>Meeting Date:</b> 07/18/2023	<b>Country:</b> USA	<b>Ticker:</b> EXR	<b>Proxy Level:</b> 5
<b>Record Date:</b> 05/23/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1768967	
<b>Primary Security ID:</b> 30225T102	<b>Primary CUSIP:</b> 30225T102	<b>Primary ISIN:</b> US30225T1025	<b>Primary SEDOL:</b> B02HWR9
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 179	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 179	<b>Shares Voted:</b> 179

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: The strategic rationale appears sound, and the merger is expected to generate cost savings and be accretive to earnings. As such, support FOR the proposed transaction is warranted.</i>						
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/07/2023	Auto-Approved 07/07/2023		179	179
<b>Total Shares:</b>						<b>179</b>	<b>179</b>

## McKesson Corporation

<b>Meeting Date:</b> 07/21/2023	<b>Country:</b> USA	<b>Ticker:</b> MCK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/26/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1770370	
<b>Primary Security ID:</b> 58155Q103	<b>Primary CUSIP:</b> 58155Q103	<b>Primary ISIN:</b> US58155Q1031	<b>Primary SEDOL:</b> 2378534
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 292	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 292	<b>Shares Voted:</b> 292

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Carmona	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Dominic J. Caruso	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director James H. Hinton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# McKesson Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Bradley E. Lerman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Linda P. Mantia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Maria Martinez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Susan R. Salka	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Brian S. Tyler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Kathleen Wilson-Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concern exists relating to target setting under the annual incentive plan as targets were set lower than the prior year's actual results. However, the annual incentive plan is entirely based on pre-set goals, and the majority of the LTI plan is performance-conditioned and measured over a multi-year period.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's broad-based equity award treatment.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/28/2023	Auto-Approved 06/28/2023		292	292
<b>Total Shares:</b>						<b>292</b>	<b>292</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 07/24/2023	<b>Country:</b> Ireland	<b>Ticker:</b> LIN	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/27/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1755415	
<b>Primary Security ID:</b> G54950103	<b>Primary CUSIP:</b> G54950103	<b>Primary ISIN:</b> IE000S9YS762	<b>Primary SEDOL:</b> BNZHB81
	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 962	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 962	<b>Shares Voted:</b> 962

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Sanjiv Lamba	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Ann-Kristin Achleitner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Thomas Enders	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Hugh Grant	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Joe Kaeser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Victoria E. Ossadnik	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Martin H. Richenhagen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Robert L. Wood	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine item is warranted as no significant concerns have been identified.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on pre-set objective goals. Some concern is raised regarding goal rigor for performance-based equity; however, half of the targeted long-term incentives are performance-based, utilize multi-year performance periods, and disclose forward goals.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Reduce Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the elimination of the supermajority vote requirement, where legally permissible, would enhance shareholder rights.*

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/22/2023	Auto-Approved 06/22/2023		920	920
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 06/22/2023	Auto-Approved 06/22/2023		42	42
<b>Total Shares:</b>						<b>962</b>	<b>962</b>

**DXC Technology Company**

<b>Meeting Date:</b> 07/25/2023	<b>Country:</b> USA	<b>Ticker:</b> DXC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/26/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1770707	
<b>Primary Security ID:</b> 23355L106	<b>Primary CUSIP:</b> 23355L106	<b>Primary ISIN:</b> US23355L1061	<b>Primary SEDOL:</b> BYXD7B3
<b>Total Ballots:</b> 1		<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 439	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 439	<b>Shares Voted:</b> 439

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David A. Barnes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Raul J. Fernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Anthony Gonzalez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Pinkie D. Mayfield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Karl Racine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Dawn Rogers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

# DXC Technology Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michael J. Salvino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Carrie W. Teffner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Akihiko Washington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Robert F. Woods	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.01 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. The annual bonus program was based entirely on pre-set financial metrics, and the below-target payout aligned with recent company performance. Further, a significant portion of the LTI program utilizes performance-conditioned equity, with a multi-year performance period, though a concern is noted regarding the lack of forward-looking goal disclosure. However, the company made a significant adjustment to one metric in the STI program, and while the proxy provides robust line-by-line disclosure of non-GAAP reconciliation, it does not include the rationale regarding such a sizable adjustment made for incentive program purposes. Given recent SEC charges regarding the company's non-GAAP adjustments, this issue warrants continued monitoring.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/07/2023	Auto-Approved 07/07/2023		439	439
<b>Total Shares:</b>						<b>439</b>	<b>439</b>

# VF Corporation

<b>Meeting Date:</b> 07/25/2023	<b>Country:</b> USA	<b>Ticker:</b> VFC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/30/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1770554	
<b>Primary Security ID:</b> 918204108	<b>Primary CUSIP:</b> 918204108	<b>Primary ISIN:</b> US9182041080	<b>Primary SEDOL:</b> 2928683

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,343

\*Shares on Loan: 0

Shares Instructed: 1,343

Shares Voted: 1,343

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard T. Carucci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Alex Cho	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Juliana L. Chugg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Benno Dorer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Mark S. Hoplamazian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Laura W. Lang	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director W. Rodney McMullen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Carol L. Roberts	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Matthew J. Shattock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following low support for the 2022 say-on-pay proposal, the company engaged with shareholders, disclosed their feedback in the proxy statement, and made improvements to the FY23 and FY24 pay program to address investors' concerns. In addition, pay and performance are reasonably aligned for the year in review. Furthermore, annual incentives and the majority of long-term incentives are sufficiently tied to objective performance goals, while below target payouts are consistent with recent performance. More specifically, the company's interim CEO's total pay was relatively modest, and the former CEO forfeited FY23 equity awards in connection with his retirement.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.50 percent of the fees paid to the auditor are for non-audit purposes.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/03/2023	Auto-Approved 07/03/2023		1,343	1,343
<b>Total Shares:</b>						<b>1,343</b>	<b>1,343</b>

## Kyndryl Holdings, Inc.

<b>Meeting Date:</b> 07/27/2023	<b>Country:</b> USA	<b>Ticker:</b> KD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/30/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1771314	
<b>Primary Security ID:</b> 50155Q100	<b>Primary CUSIP:</b> 50155Q100	<b>Primary ISIN:</b> US50155Q1004	<b>Primary SEDOL:</b> BP6JW21
<b>Votable Shares:</b> 145	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 145
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 145	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Harris, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jana Schreuder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Howard I. Ungerleider	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.98 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/13/2023	Auto-Approved 07/13/2023		145	145
<b>Total Shares:</b>						<b>145</b>	<b>145</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 07/27/2023	<b>Country:</b> Ireland	<b>Ticker:</b> STE	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/30/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1769414	
<b>Primary Security ID:</b> G8473T100	<b>Primary CUSIP:</b> G8473T100	<b>Primary ISIN:</b> IE00BFY8C754	<b>Primary SEDOL:</b> BFY8C75
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 19	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 19	<b>Shares Voted:</b> 19

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Esther M. Alegria	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Richard C. Breeden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Daniel A. Carestio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Cynthia L. Feldmann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Christopher S. Holland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jacqueline B. Kosecoff	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Paul E. Martin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Nirav R. Shah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Mohsen M. Sohi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Richard M. Steeves	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.40 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Appoint Ernst & Young Chartered Accountants as Irish Statutory Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.40 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Under the Irish Companies Act, the remuneration of the company's Irish statutory auditor must be fixed by the shareholders in a general meeting. Given that the most recent fees paid to the auditor are reasonable, a vote FOR this proposal is warranted.</i>							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentive payouts are entirely based on pre-set financial metrics and a majority of long-term performance incentives are performance conditioned.</i>							
6	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
7	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
8	Renew the Board's Authority to Opt-Out of Statutory Pre-emption Rights Under Irish Law	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/23/2023	Auto-Approved 06/26/2023		19	19
<b>Total Shares:</b>						<b>19</b>	<b>19</b>

**Capri Holdings Limited**

<b>Meeting Date:</b> 08/02/2023	<b>Country:</b> Virgin Isl (UK)	<b>Ticker:</b> CPRI	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 06/01/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1771460	
<b>Primary Security ID:</b> G1890L107	<b>Primary CUSIP:</b> G1890L107	<b>Primary ISIN:</b> VGG1890L1076	<b>Primary SEDOL:</b> BJ1N1M9
<b>Votable Shares:</b> 221	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 221	<b>Shares Voted:</b> 221

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Idol	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Robin Freestone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Capri Holdings Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Mahesh Madhavan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.76 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/14/2023	Auto-Approved 07/14/2023		221	221
<b>Total Shares:</b>						<b>221</b>	<b>221</b>

## Allegro MicroSystems, Inc.

<b>Meeting Date:</b> 08/03/2023	<b>Country:</b> USA	<b>Ticker:</b> ALGM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 06/08/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1772778	
<b>Primary Security ID:</b> 01749D105	<b>Primary CUSIP:</b> 01749D105	<b>Primary ISIN:</b> US01749D1054	<b>Primary SEDOL:</b> BN4LSB6
<b>Votable Shares:</b> 181	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 181	<b>Shares Voted:</b> 181

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew G. Dunn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Richard R. Lury	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Richard Lury given the board's failure to remove, or subject to a sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>							
1.3	Elect Director Susan D. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

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## Allegro MicroSystems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/13/2023	Auto-Approved 07/13/2023		181	181
<b>Total Shares:</b>						<b>181</b>	<b>181</b>

## Ralph Lauren Corporation

<b>Meeting Date:</b> 08/03/2023	<b>Country:</b> USA	<b>Ticker:</b> RL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 06/06/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1772922	
<b>Primary Security ID:</b> 751212101	<b>Primary CUSIP:</b> 751212101	<b>Primary ISIN:</b> US7512121010	<b>Primary SEDOL:</b> B4V9661
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 376	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 376	<b>Shares Voted:</b> 376

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda Findley	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.2	Elect Director Michael A. George	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.3	Elect Director Hubert Joly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Darren Walker	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for governance committee member Darren Walker for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.66 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are predominantly tied to pre-set financial metrics and long-term incentive awards are half-performance based. However, executive chairman Ralph Lauren's high pay remains a concern.</i>							

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## Ralph Lauren Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year

*Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/03/2023	Auto-Approved 07/04/2023		376	376
<b>Total Shares:</b>						<b>376</b>	<b>376</b>

## Concentrix Corporation

<b>Meeting Date:</b> 08/04/2023	<b>Country:</b> USA	<b>Ticker:</b> CNXC	<b>Proxy Level:</b> 5
<b>Record Date:</b> 07/05/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1775687	
<b>Primary Security ID:</b> 20602D101	<b>Primary CUSIP:</b> 20602D101	<b>Primary ISIN:</b> US20602D1019	<b>Primary SEDOL:</b> BNKVY4
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 657	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 657	<b>Shares Voted:</b> 657

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Transaction	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: The strategic rationale is sound, the estimated annual cost synergies amount to \$120 million, and the merger is expected to be accretive to revenue growth, profitability, and non-GAAP earnings, such that a vote FOR the share issuance is warranted.*

2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
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*Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/17/2023	Auto-Approved 07/17/2023		657	657
<b>Total Shares:</b>						<b>657</b>	<b>657</b>

## Electronic Arts Inc.

<b>Meeting Date:</b> 08/10/2023	<b>Country:</b> USA	<b>Ticker:</b> EA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 06/16/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1773278	
<b>Primary Security ID:</b> 285512109	<b>Primary CUSIP:</b> 285512109	<b>Primary ISIN:</b> US2855121099	<b>Primary SEDOL:</b> 2310194

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,274

\*Shares on Loan: 0

Shares Instructed: 1,274

Shares Voted: 1,274

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kofi A. Bruce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Rachel A. Gonzalez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Jeffrey T. Huber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Talbott Roche	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard A. Simonson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Luis A. Ubinas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Heidi J. Ueberroth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Andrew Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Although a portion of the LTI plan measures performance on an annual basis, the LTI awards are primarily performance-conditioned with the remaining portion measured over a multi-year performance period. In addition, annual incentives are largely based on pre-set financial metrics.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's broad-based equity award treatment.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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# Electronic Arts Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/10/2023	Auto-Approved 07/11/2023		1,274	1,274
<b>Total Shares:</b>						<b>1,274</b>	<b>1,274</b>

# The J. M. Smucker Company

<b>Meeting Date:</b> 08/16/2023	<b>Country:</b> USA	<b>Ticker:</b> SJM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 06/20/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1774582	
<b>Primary Security ID:</b> 832696405	<b>Primary CUSIP:</b> 832696405	<b>Primary ISIN:</b> US8326964058	<b>Primary SEDOL:</b> 2951452
<b>Votable Shares:</b> 335	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 335
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 335	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mercedes Abramo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Tarang P. Amin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Susan E. Chapman-Hughes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jonathan E. Johnson, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Kirk L. Perry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Alex Shumate	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Mark T. Smucker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Jodi L. Taylor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Dawn C. Willoughby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# The J. M. Smucker Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.65 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were primarily determined by pre-set financial metrics, and a majority of long-term incentives are performance conditioned and measured over a multi-year period.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/27/2023	Auto-Approved 07/27/2023		335	335
<b>Total Shares:</b>						<b>335</b>	<b>335</b>

# U-Haul Holding Company

<b>Meeting Date:</b> 08/17/2023	<b>Country:</b> USA	<b>Ticker:</b> UHAL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 06/20/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1775892	
<b>Primary Security ID:</b> 023586100	<b>Primary CUSIP:</b> 023586100	<b>Primary ISIN:</b> US0235861004	<b>Primary SEDOL:</b> 2028174
<b>Votable Shares:</b> 14	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 14	<b>Shares Voted:</b> 14

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward J. "Joe" Shoen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for non-independent director nominees Edward (Joe) Shoen and Samuel (Sam) Shoen due to the company's lack of a formal nominating committee. WITHHOLD votes are further warranted for Edward (Joe) Shoen as his ownership of a majority of the voting shares provides him with voting power control of the company.</i>							
1.2	Elect Director James E. Acridge	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1.3	Elect Director John P. Brogan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for Governance Committee members John Brogan, James Grogan, and Roberta (Sissie) Shank given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>							

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# U-Haul Holding Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director James J. Grogan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for Governance Committee members John Brogan, James Grogan, and Roberta (Sissie) Shank given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i></p>							
1.5	Elect Director Richard J. Herrera	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i></p>							
1.6	Elect Director Karl A. Schmidt	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i></p>							
1.7	Elect Director Roberta R. Shank	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for Governance Committee members John Brogan, James Grogan, and Roberta (Sissie) Shank given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i></p>							
1.8	Elect Director Samuel J. Shoen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for non-independent director nominees Edward (Joe) Shoen and Samuel (Sam) Shoen due to the company's lack of a formal nominating committee.</i></p>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p>							
3	Ratify and Affirm Decisions and Actions Taken by the Board and Executive Officers for Fiscal 2023	SH	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. It is unclear how minority shareholders could benefit from the approval of this proposal, which lacks a clear rationale.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/31/2023	Auto-Approved 07/31/2023		14	14
<b>Total Shares:</b>						<b>14</b>	<b>14</b>

# Boot Barn Holdings, Inc.

<b>Meeting Date:</b> 08/30/2023	<b>Country:</b> USA	<b>Ticker:</b> BOOT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 07/05/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1778008	
<b>Primary Security ID:</b> 099406100	<b>Primary CUSIP:</b> 099406100	<b>Primary ISIN:</b> US0994061002	<b>Primary SEDOL:</b> BRS6600

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,359

\*Shares on Loan: 0

Shares Instructed: 1,359

Shares Voted: 1,359

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Starrett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Chris Bruzzo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Eddie Burt	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.4	Elect Director James G. Conroy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Lisa G. Laube	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Anne MacDonald	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.7	Elect Director Brenda I. Morris	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.8	Elect Director Brad Weston	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.37 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 08/02/2023	Auto-Approved 08/02/2023		1,359	1,359
<b>Total Shares:</b>						<b>1,359</b>	<b>1,359</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Casey's General Stores, Inc.

<b>Meeting Date:</b> 09/06/2023	<b>Country:</b> USA	<b>Ticker:</b> CASY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 06/30/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1779053	
<b>Primary Security ID:</b> 147528103	<b>Primary CUSIP:</b> 147528103	<b>Primary ISIN:</b> US1475281036	<b>Primary SEDOL:</b> 2179414
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 567	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 567	<b>Shares Voted:</b> 567

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sri Donthi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Donald E. Frieson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Cara K. Heiden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director David K. Lenhardt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Darren M. Rebelez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Larree M. Renda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Judy A. Schmeling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael Spanos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Gregory A. Trojan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Allison M. Wing	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.55 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						

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# Casey's General Stores, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Disclose Supplier Code of Conduct and Responsible Sourcing Details	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional information regarding the company's supply chain policies, standards, and expectations would help investors better assess the risks and oversight mechanisms the company has implemented to manage its operations and supply chain compliance.</i></p>							
6	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 08/15/2023	Auto-Approved 08/15/2023		567	567
<b>Total Shares:</b>						<b>567</b>	<b>567</b>

# Deckers Outdoor Corporation

<b>Meeting Date:</b> 09/11/2023	<b>Country:</b> USA	<b>Ticker:</b> DECK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 07/13/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1778609	
<b>Primary Security ID:</b> 243537107	<b>Primary CUSIP:</b> 243537107	<b>Primary ISIN:</b> US2435371073	<b>Primary SEDOL:</b> 2267278
<b>Votable Shares:</b> 109	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 109	<b>Shares Voted:</b> 109

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael F. Devine, III	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director David A. Burwick	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Nelson C. Chan	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1.4	Elect Director Cynthia (Cindy) L. Davis	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Juan R. Figueroa	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.6	Elect Director Maha S. Ibrahim	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# Deckers Outdoor Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Victor Luis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Dave Powers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Lauri M. Shanahan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.10	Elect Director Bonita C. Stewart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/23/2023	Auto-Approved 08/23/2023		109	109
<b>Total Shares:</b>						<b>109</b>	<b>109</b>

# Gen Digital Inc.

<b>Meeting Date:</b> 09/12/2023	<b>Country:</b> USA	<b>Ticker:</b> GEN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 07/17/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1779833	
<b>Primary Security ID:</b> 668771108	<b>Primary CUSIP:</b> 668771108	<b>Primary ISIN:</b> US6687711084	<b>Primary SEDOL:</b> BJN4XN5
<b>Votable Shares:</b> 2,147	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 2,147	<b>Shares Voted:</b> 2,147

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan P. Barsamian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Pavel Baudis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Eric K. Brandt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Frank E. Dangeard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Nora M. Denzel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Peter A. Feld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Emily Heath	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Vincent Pilette	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Sherrese M. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Ondrej Vlcek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year under consideration. The majority of equity awards are performance-conditioned and use multi-year performance periods, and, though disclosure could be improved, annual incentives were based on financial metrics.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's broad-based equity award treatment.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/22/2023	Auto-Approved 08/22/2023		2,147	2,147
<b>Total Shares:</b>						<b>2,147</b>	<b>2,147</b>

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## NetApp, Inc.

<b>Meeting Date:</b> 09/13/2023	<b>Country:</b> USA	<b>Ticker:</b> NTAP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 07/17/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1779623	
<b>Primary Security ID:</b> 64110D104	<b>Primary CUSIP:</b> 64110D104	<b>Primary ISIN:</b> US64110D1046	<b>Primary SEDOL:</b> 2630643

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 100	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 100
	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Deepak Ahuja	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Gerald Held	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kathryn M. Hill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Deborah L. Kerr	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director George Kurian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Carrie Palin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Scott F. Schenkel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director George T. Shaheen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. STI awards were primarily based on pre-set objective metrics. Though improvements could be made to rigor and disclosure for LTI awards, the majority of equity awards are performance-conditioned, with half based on a multi-year performance period.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.50 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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# NetApp, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders, and the likelihood of abuse is small.</i>							
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
7	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The three-year average burn rate is excessive - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 08/23/2023	Auto-Approved 08/23/2023		100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# FedEx Corporation

<b>Meeting Date:</b> 09/21/2023	<b>Country:</b> USA	<b>Ticker:</b> FDX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 07/27/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1781942	
<b>Primary Security ID:</b> 31428X106	<b>Primary CUSIP:</b> 31428X106	<b>Primary ISIN:</b> US31428X1063	<b>Primary SEDOL:</b> 2142784
<b>Votable Shares:</b> 192	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 192	<b>Shares Voted:</b> 192

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephen E. Gorman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Susan Patricia Griffith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director R. Brad Martin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Nancy A. Norton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Frederick P. Perpall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Joshua Cooper Ramo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Frederick W. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director David P. Steiner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Rajesh Subramaniam	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Paul S. Walsh	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.21 percent of the fees paid to the auditor are for non-audit purposes.</i>						
5	Amend Clawback Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of deliberations regarding whether or not to cancel or seek recoupment of compensation paid or granted. Such disclosure would benefit shareholders.</i>						
6	Report on Just Transition	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as greater disclosure around the company's "just transition" strategy would help shareholders better evaluate any related risks.</i>						
7	Adopt a Paid Sick Leave Policy	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it should enhance the company's current commitments to colleague health and well-being. Adoption of the resolution would also provide shareholders with additional assurance of the company's management and oversight of related risks.</i>						

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## FedEx Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For

*Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/06/2023	Auto-Approved 09/06/2023		192	192
<b>Total Shares:</b>						<b>192</b>	<b>192</b>

## ONEOK, Inc.

<b>Meeting Date:</b> 09/21/2023	<b>Country:</b> USA	<b>Ticker:</b> OKE	<b>Proxy Level:</b> 5
<b>Record Date:</b> 07/24/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1778747	
<b>Primary Security ID:</b> 682680103	<b>Primary CUSIP:</b> 682680103	<b>Primary ISIN:</b> US6826801036	<b>Primary SEDOL:</b> 2130109
<b>Votable Shares:</b> 974	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 974
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 974	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with the Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: On balance, given the expected financial strength of the combined company, including the benefits of the tax basis step-up, the expected EPS and free cash flow accretion, and the operational synergies, support FOR the proposed transaction is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted as the underlying transaction warrants support.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/07/2023	Auto-Approved 09/07/2023		974	974
<b>Total Shares:</b>						<b>974</b>	<b>974</b>

## Take-Two Interactive Software, Inc.

<b>Meeting Date:</b> 09/21/2023	<b>Country:</b> USA	<b>Ticker:</b> TTWO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 07/25/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1779281	
<b>Primary Security ID:</b> 874054109	<b>Primary CUSIP:</b> 874054109	<b>Primary ISIN:</b> US8740541094	<b>Primary SEDOL:</b> 2122117

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 699		*Shares on Loan: 0		Shares Instructed: 699		Shares Voted: 699	
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Strauss Zelnick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael Dornemann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director J Moses	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Michael Sheresky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director LaVerne Srinivasan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Susan Tolson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Paul Viera	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Roland Hernandez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director William "Bing" Gordon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Ellen Siminoff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Following last year's failed say-on-pay vote result, the company engaged with shareholders, disclosed feedback heard in these engagements, and made changes to the pay program in response to these concerns. Accordingly, the compensation committee has demonstrated adequate responsiveness to shareholder concerns. Compensation for the CEO is primarily paid by the external manager under a management services agreement. Although this arrangement can result in limited pay disclosure, in this case the company provides sufficient disclosure of the pay programs. While a number of positive changes made to the pay program, in combination with the company's large size amid a recent business combination mitigate concerns for the year in review, a number of new features warrant continue monitoring. Compensation levels to the CEO (and president) under the new arrangement appear to be relatively high and may result in close scrutiny going forward should company performance decline. However, these concerns are mitigated for the year in review, as the company made a number of positive changes in FY23, including addressing longstanding goal rigor issues, and significantly increased in size following a material acquisition.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

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## Take-Two Interactive Software, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting</i></p>							
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.18 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/08/2023	Auto-Approved 09/08/2023		699	699
<b>Total Shares:</b>						<b>699</b>	<b>699</b>

## WNS (Holdings) Limited

<b>Meeting Date:</b> 09/21/2023	<b>Country:</b> Jersey	<b>Ticker:</b> WNS	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 08/17/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1783203	
<b>Primary Security ID:</b> 92932M101	<b>Primary CUSIP:</b> 92932M101	<b>Primary ISIN:</b> US92932M1018	<b>Primary SEDOL:</b> B194GX4
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,434	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,434	<b>Shares Voted:</b> 1,434

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt	No				
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the company's routine submission of the director's report and financial statements is warranted because no significant concerns have been identified.</i></p>							
2	Ratify Grant Thornton Bharat LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i></p>							
4	Reelect Keshav Murugesh as a Director	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
5	Reelect Diane de Saint Victor as a Director	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## WNS (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Reelect Keith Haviland as a Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
7	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Given that the fees paid to the directors have been disclosed and the proposed amount appears reasonable, a vote FOR this proposal is warranted.</i>							
8	Authorize Share Repurchase Program	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: - The duration of the authority exceeds the maximum recommended duration of 18 months; and - The maximum purchase price is significantly above current market price.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 09/05/2023	Auto-Approved 09/05/2023		1,434	1,434
<b>Total Shares:</b>						<b>1,434</b>	<b>1,434</b>

## General Mills, Inc.

<b>Meeting Date:</b> 09/26/2023	<b>Country:</b> USA	<b>Ticker:</b> GIS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 07/28/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1782554	
<b>Primary Security ID:</b> 370334104	<b>Primary CUSIP:</b> 370334104	<b>Primary ISIN:</b> US3703341046	<b>Primary SEDOL:</b> 2367026
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,702	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,702	<b>Shares Voted:</b> 2,702

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director R. Kerry Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director C. Kim Goodwin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Jeffrey L. Harmening	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Maria G. Henry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jo Ann Jenkins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Elizabeth C. Lempres	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# General Mills, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Diane L. Neal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Steve Odland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Maria A. Sastre	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Eric D. Sprunk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jorge A. Uribe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual and long-term incentives are primarily performance-based and long-term incentives utilize a multi-year performance period.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 20.11 percent of the fees paid to the auditor are for non-audit purposes.</i>						
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this proposal is merely a request for the board to take action at a future meeting to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.</i>						
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/07/2023	Auto-Approved 09/07/2023		2,702	2,702
<b>Total Shares:</b>						<b>2,702</b>	<b>2,702</b>

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# Alibaba Group Holding Limited

<b>Meeting Date:</b> 09/28/2023	<b>Country:</b> Cayman Islands	<b>Ticker:</b> 9988	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 08/15/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1782995	
<b>Primary Security ID:</b> G01719114	<b>Primary CUSIP:</b> G01719114	<b>Primary ISIN:</b> KYG017191142	<b>Primary SEDOL:</b> BK6YZP5
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 29	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 29	<b>Shares Voted:</b> 29

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eddie Yongming Wu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Maggie Wei Wu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Kabir Misra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as the U.S. and Hong Kong Auditors of the Company	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.48 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 09/15/2023	Auto-Approved 09/15/2023		29	29
<b>Total Shares:</b>						<b>29</b>	<b>29</b>

# MSC Industrial Direct Co., Inc.

<b>Meeting Date:</b> 10/04/2023	<b>Country:</b> USA	<b>Ticker:</b> MSM	<b>Proxy Level:</b> 2
<b>Record Date:</b> 08/22/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1784356	
<b>Primary Security ID:</b> 553530106	<b>Primary CUSIP:</b> 553530106	<b>Primary ISIN:</b> US5535301064	<b>Primary SEDOL:</b> 2567655
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 537	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 537	<b>Shares Voted:</b> 537

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reclassification of Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the proposal presents a 22.5 percent premium for Class B shareholders, in exchange for their superior voting power, Class A shareholders will benefit through the marked increase in their relative voting power as well as the alignment of voting rights with economic interests for all shareholders.</i>							
2	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>							

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## MSC Industrial Direct Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Adopt Majority Voting for Uncontested Election of Directors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a majority vote standard in uncontested director elections will provide shareholders with a more meaningful voice while improving director accountability.</i></p>							
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/22/2023	Auto-Approved 09/22/2023		537	537
<b>Total Shares:</b>						<b>537</b>	<b>537</b>

## Newmont Corporation

<b>Meeting Date:</b> 10/11/2023	<b>Country:</b> USA	<b>Ticker:</b> NEM	<b>Proxy Level:</b> 5
<b>Record Date:</b> 09/01/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1789183	
<b>Primary Security ID:</b> 651639106	<b>Primary CUSIP:</b> 651639106	<b>Primary ISIN:</b> US6516391066	<b>Primary SEDOL:</b> 2636607
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 145	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 145	<b>Shares Voted:</b> 145

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Transaction	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Shareholders may be concerned by the 30.4 percent premium paid to NCM in an environment where investors have expressed preference for no-premium deals. This concern is likely partially reflected in NEM's underperformance since the unaffected date. Nevertheless, the underperformance has recently narrowed, and there has been no public opposition to the deal. The strategic rationale appears reasonable, as the merger will result in the industry's largest gold reserve and resource base, increase NEM's exposure to copper, and yield cost synergies, allowing for significant cash flow generation. As such, support FOR the proposed transaction is warranted.</i></p>							
2	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed increase in authorized shares is considered reasonable.</i></p>							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted as the underlying transaction warrants support.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 09/26/2023	Auto-Approved 09/26/2023		145	145
<b>Total Shares:</b>						<b>145</b>	<b>145</b>

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CACI International Inc

<b>Meeting Date:</b> 10/19/2023	<b>Country:</b> USA	<b>Ticker:</b> CACI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 08/25/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1790182	
<b>Primary Security ID:</b> 127190304	<b>Primary CUSIP:</b> 127190304	<b>Primary ISIN:</b> US1271903049	<b>Primary SEDOL:</b> 2159267

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 43	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 43
	<b>Shares Voted:</b> 43

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael A. Daniels	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Lisa S. Disbrow	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1c	Elect Director Susan M. Gordon	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1d	Elect Director William L. Jews	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1e	Elect Director Gregory G. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Ryan D. McCarthy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1g	Elect Director John S. Mengucci	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Philip O. Nolan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1i	Elect Director Debora A. Plunkett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Stanton D. Sloane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director William S. Wallace	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						

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# CACI International Inc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 47.99 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/11/2023	Auto-Approved 10/11/2023		43	43
<b>Total Shares:</b>						<b>43</b>	<b>43</b>

# Medtronic plc

<b>Meeting Date:</b> 10/19/2023	<b>Country:</b> Ireland	<b>Ticker:</b> MDT	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 08/25/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1782326	
<b>Primary Security ID:</b> G5960L103	<b>Primary CUSIP:</b> G5960L103	<b>Primary ISIN:</b> IE00BTN1Y115	<b>Primary SEDOL:</b> BTN1Y11
<b>Votable Shares:</b> 218	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 218	<b>Shares Voted:</b> 218

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Scott C. Donnelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Lidia L. Fonseca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Randall J. Hogan, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Gregory P. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kevin E. Lofton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Geoffrey S. Martha	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Elizabeth G. Nabel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Denise M. O'Leary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Kendall J. Powell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.30 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on pre-set financial metrics, and performance shares vest on achievement of financial metrics measured over a multi-year performance period.</i>						
4	Approve Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the number of shares reserved is relatively conservative, and the offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
6	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
7	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the amount and duration are within recommended limits.</i>						

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## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 09/26/2023	Auto-Approved 09/26/2023		218	218
<b>Total Shares:</b>						<b>218</b>	<b>218</b>

## Applied Industrial Technologies, Inc.

<b>Meeting Date:</b> 10/24/2023	<b>Country:</b> USA	<b>Ticker:</b> AIT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 08/25/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1790177	
<b>Primary Security ID:</b> 03820C105	<b>Primary CUSIP:</b> 03820C105	<b>Primary ISIN:</b> US03820C1053	<b>Primary SEDOL:</b> 2086309
<b>Votable Shares:</b> 896	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 896
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 896	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Pagano, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Neil A. Schrimsher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Peter C. Wallace	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.51 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 10/09/2023	Auto-Approved 10/09/2023		896	896
<b>Total Shares:</b>						<b>896</b>	<b>896</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Mercury Systems, Inc.

<b>Meeting Date:</b> 10/25/2023	<b>Country:</b> USA	<b>Ticker:</b> MRCY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 08/25/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1792703	
<b>Primary Security ID:</b> 589378108	<b>Primary CUSIP:</b> 589378108	<b>Primary ISIN:</b> US5893781089	<b>Primary SEDOL:</b> 2144047

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 2,291	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 2,291
	<b>Shares Voted:</b> 2,291

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerard J. DeMuro	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Roger A. Krone	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Scott Ostfeld	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the identified pay-for-performance misalignment has been mitigated. Total CEO pay has substantially decreased year-over-year, as the CEO did not receive any annual incentive payments or equity awards in FY2023. In addition, the NEOs' annual incentive payments were based on preset objective measures and the equity awards to a certain NEO were considered to be new hire awards, with half of such awards based on certain performance goals. Lastly, the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's failed say-on-pay proposal.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
6	Other Business	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved		2,291	2,291
			10/10/2023	10/10/2023			
<b>Total Shares:</b>						<b>2,291</b>	<b>2,291</b>

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## Permian Resources Corp.

<b>Meeting Date:</b> 10/30/2023	<b>Country:</b> USA	<b>Ticker:</b> PR	<b>Proxy Level:</b> 5
<b>Record Date:</b> 09/20/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1793386	
<b>Primary Security ID:</b> 71424F105	<b>Primary CUSIP:</b> 71424F105	<b>Primary ISIN:</b> US71424F1057	<b>Primary SEDOL:</b> BQPCHB2
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 10,185	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 10,185	<b>Shares Voted:</b> 10,185

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Acquisition	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Given the expected accretion to free cash flow per share and to NAV per share, as well as the sound strategic rationale, support FOR the transaction is warranted.</i>						
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Support FOR this proposal is warranted, as the underlying transaction merits support.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 10/11/2023	Auto-Approved 10/11/2023		10,185	10,185
<b>Total Shares:</b>						<b>10,185</b>	<b>10,185</b>

## KLA Corporation

<b>Meeting Date:</b> 11/01/2023	<b>Country:</b> USA	<b>Ticker:</b> KLAC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/08/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1792700	
<b>Primary Security ID:</b> 482480100	<b>Primary CUSIP:</b> 482480100	<b>Primary ISIN:</b> US4824801009	<b>Primary SEDOL:</b> 2480138
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 51	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 51	<b>Shares Voted:</b> 51

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Jeneanne Hanley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Emiko Higashi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Kevin Kennedy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Michael McMullen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Gary Moore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# KLA Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Marie Myers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Victor Peng	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Robert Rango	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Richard Wallace	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.64 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. In addition, annual incentives were based on a pre-set financial metric, and a majority of long-term incentives were performance conditioned and measured over multi-year periods.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/13/2023	Auto-Approved 10/13/2023		51	51
<b>Total Shares:</b>						<b>51</b>	<b>51</b>

## Tapestry, Inc.

<b>Meeting Date:</b> 11/02/2023	<b>Country:</b> USA	<b>Ticker:</b> TPR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/06/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1792954	
<b>Primary Security ID:</b> 876030107	<b>Primary CUSIP:</b> 876030107	<b>Primary ISIN:</b> US8760301072	<b>Primary SEDOL:</b> BF09HX3
<b>Votable Shares:</b> 703	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 703	<b>Shares Voted:</b> 703

  

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Billbrey (J.P.)	Mgmt	Yes	For	For	Against	Against

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Darrell Cavens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Joanne Crevoiserat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Johanna (Hanneke) Faber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Thomas Greco	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Alan Lau	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Pamela Lifford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Annabelle Yu Long	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.16 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Though the majority of equity awards are time-based and forward-looking targets are not disclosed, performance shares use a multi-year performance period and annual incentives were based on pre-set financial metrics.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/17/2023	Auto-Approved 10/17/2023		620	620
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 10/17/2023	Auto-Approved 10/17/2023		83	83
<b>Total Shares:</b>						<b>703</b>	<b>703</b>

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Lam Research Corporation

<b>Meeting Date:</b> 11/07/2023	<b>Country:</b> USA	<b>Ticker:</b> LRCX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/08/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1793782	
<b>Primary Security ID:</b> 512807108	<b>Primary CUSIP:</b> 512807108	<b>Primary ISIN:</b> US5128071082	<b>Primary SEDOL:</b> 2502247

<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 806	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 806
	<b>Shares Voted:</b> 806

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Timothy M. Archer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Eric K. Brandt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Michael R. Cannon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director John M. Dineen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Ho Kyu Kang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Bethany J. Mayer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Jyoti K. Mehra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Leslie F. Varon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Long-term incentive awards are majority performance based and utilize a multi-year performance period. Some concerns are identified; however, as half of the annual incentive is earned based on individual performance, and performance assessment appears largely qualitative.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



## Lam Research Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.23 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/11/2023	Auto-Approved 10/11/2023		44	44
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 10/11/2023	Auto-Approved 10/11/2023		762	762
<b>Total Shares:</b>						<b>806</b>	<b>806</b>

## Amcrc plc

<b>Meeting Date:</b> 11/08/2023	<b>Country:</b> Jersey	<b>Ticker:</b> AMCR	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 09/13/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1793470	
<b>Primary Security ID:</b> G0250X107	<b>Primary CUSIP:</b> G0250X107	<b>Primary ISIN:</b> JE00BJ1F3079	<b>Primary SEDOL:</b> BJ1F307
<b>Votable Shares:</b> 10,494	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 10,494	<b>Shares Voted:</b> 10,494

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Graeme Liebelt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ronald Delia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Achal Agarwal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Andrea Bertone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Susan Carter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Lucrece Foufopoulos-De Ridder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Karen Guerra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Nicholas (Tom) Long	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Arun Nayar	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director David Szczupak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.77 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time. Annual incentives and long-term incentives are predominantly based on objective financial metrics.</i>							
4	Authorise Repurchase of Ordinary Shares and CHESS Depository Interests	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the company is proposing to repurchase shares on the open market and all shareholders will have a chance to tender their shares.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/05/2023	Auto-Approved 10/09/2023		10,494	10,494
<b>Total Shares:</b>						<b>10,494</b>	<b>10,494</b>

**Automatic Data Processing, Inc.**

<b>Meeting Date:</b> 11/08/2023	<b>Country:</b> USA	<b>Ticker:</b> ADP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/11/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1792699	
<b>Primary Security ID:</b> 053015103	<b>Primary CUSIP:</b> 053015103	<b>Primary ISIN:</b> US0530151036	<b>Primary SEDOL:</b> 2065308
<b>Votable Shares:</b> 933	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 933	<b>Shares Voted:</b> 933

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Maria Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director David V. Goeckeler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director John P. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Francine S. Katsoudas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Nazzic S. Keene	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Scott F. Powers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director William J. Ready	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are linked to pre-set financial metrics and objective strategic goals, and a majority of equity awards are performance-based and measured over a multi-year period.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.47 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/05/2023	Auto-Approved 10/09/2023		933	933

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Texas Pacific Land Corp.

Meeting Date: 11/10/2023 Country: USA Ticker: TPL Proxy Level: 4  
 Record Date: 09/14/2023 Meeting Type: Annual Meeting ID: 1796271  
 Primary Security ID: 88262P102 Primary CUSIP: 88262P102 Primary ISIN: US88262P1021 Primary SEDOL: BM99VY2

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 170 \*Shares on Loan: 0 Shares Instructed: 170 Shares Voted: 170

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Roosa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Murray Stahl	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Marguerite Woung-Chapman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Provide Right to Call a Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed ownership threshold is reasonable and will improve the rights of shareholders and help increase the accountability of the board and management.</i>						
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
6	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>						
7	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						

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## Texas Pacific Land Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Request that the New York Stock Exchange not Categorize any Increase in the Authorized Number of Shares as Routine	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company does not have any control or influence as to whether a proposal is classified as "routine" or "non-routine." Such determinations are made by the NYSE and are outside the purview of the company.</i></p>							
9	Restrict Severance Agreements (Change-in-Control)	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as it is overly prescriptive, not aligned with market practice, and limits the board's flexibility in negotiating future arrangements with the CEO.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/09/2023	Auto-Approved 11/09/2023		170	170
<b>Total Shares:</b>						<b>170</b>	<b>170</b>

## Jack Henry & Associates, Inc.

<b>Meeting Date:</b> 11/14/2023	<b>Country:</b> USA	<b>Ticker:</b> JKHY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/18/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1795664	
<b>Primary Security ID:</b> 426281101	<b>Primary CUSIP:</b> 426281101	<b>Primary ISIN:</b> US4262811015	<b>Primary SEDOL:</b> 2469193
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,179	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,179	<b>Shares Voted:</b> 1,179

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David B. Foss	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Matthew C. Flanigan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Thomas H. Wilson, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.4	Elect Director Jacque R. Fiegel	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Thomas A. Wimsett	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.6	Elect Director Laura G. Kelly	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## Jack Henry & Associates, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Shruti S. Miyashiro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Wesley A. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Curtis A. Campbell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/16/2023	Auto-Approved 10/16/2023		1,179	1,179
<b>Total Shares:</b>						<b>1,179</b>	<b>1,179</b>

## Cardinal Health, Inc.

<b>Meeting Date:</b> 11/15/2023	<b>Country:</b> USA	<b>Ticker:</b> CAH	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/18/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1793638	
<b>Primary Security ID:</b> 14149Y108	<b>Primary CUSIP:</b> 14149Y108	<b>Primary ISIN:</b> US14149Y1082	<b>Primary SEDOL:</b> 2175672

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 2,353	<b>Shares Instructed:</b> 2,353
<b>*Shares on Loan:</b> 0	<b>Shares Voted:</b> 2,353

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven K. Barg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michelle M. Brennan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Sujatha Chandrasekaran	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Sheri H. Edison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David C. Evans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Patricia A. Hemingway Hall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jason M. Hollar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Akhil Johri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Gregory B. Kenny	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Nancy Killefer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Christine A. Mundkur	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.58 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are based on pre-set objective metrics and are largely performance based. Equity awards are primarily performance-conditioned and measured over a multi-year performance period.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
5	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i>						
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that the company has a policy which limits cash severance to a reasonable basis and requires shareholder approval for agreements above that limit.</i>						

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# Cardinal Health, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/23/2023	Auto-Approved 10/23/2023		2,353	2,353
<b>Total Shares:</b>						<b>2,353</b>	<b>2,353</b>

# Oracle Corporation

<b>Meeting Date:</b> 11/15/2023	<b>Country:</b> USA	<b>Ticker:</b> ORCL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/18/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1792958	
<b>Primary Security ID:</b> 68389X105	<b>Primary CUSIP:</b> 68389X105	<b>Primary ISIN:</b> US68389X1054	<b>Primary SEDOL:</b> 2661568
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 1,959	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,959	<b>Shares Voted:</b> 1,959

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>							
1.2	Elect Director Jeffrey S. Berg	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.</i>							
1.3	Elect Director Michael J. Boskin	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>							
1.4	Elect Director Safra A. Catz	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>							
1.5	Elect Director Bruce R. Chizen	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.</i>							
1.6	Elect Director George H. Conrades	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>							
1.7	Elect Director Lawrence J. Ellison	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>							
1.8	Elect Director Rona A. Fairhead	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Jeffrey O. Henley	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>						
1.10	Elect Director Renee J. James	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>						
1.11	Elect Director Charles W. Moorman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>						
1.12	Elect Director Leon E. Panetta	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.</i>						
1.13	Elect Director William G. Parrett	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight.</i>						
1.14	Elect Director Naomi O. Seligman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>						
1.15	Elect Director Vishal Sikka	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent members of the board due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Following the 12th consecutive low say-on-pay vote result, the proxy vaguely described shareholder engagement efforts, and though feedback is clearly disclosed, the committee did not make any substantive changes to the executive pay program to address shareholders' concerns. Additionally, while CEO pay and company performance were reasonably aligned for the year in review, there are concerns noted within the pay program. Most notably annual equity grants to certain NEOs do not utilize performance-conditioned equity, which is inconsistent with prevailing market practices. This concern is heightened given the magnitude of certain awards and specific shareholder requests for performance-conditioned equity during engagement. Additionally, Chairman Ellison received excessive security fee perquisites in FY23, and no additional disclosure is provided regarding a sharp increase in the value of this perquisite.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The equity program is estimated to be excessively dilutive (overriding factor) - The plan cost is excessive - The three-year average burn rate is excessive - The plan allows broad discretion to accelerate vesting</i>						

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# Oracle Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.69 percent of the fees paid to the auditor are for non-audit purposes.</i>							
6	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on gender and pay racial gaps would allow shareholders to better evaluate the progress of the company's diversity and inclusion initiatives and its management of any related risks.</i>							
7	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board. In addition, there are ongoing concerns regarding the company's compensation practices, the significant pledging by the company's chair, and the non-robust lead director role.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/26/2023	Auto-Approved 10/26/2023		1,959	1,959
<b>Total Shares:</b>						<b>1,959</b>	<b>1,959</b>

# The Clorox Company

<b>Meeting Date:</b> 11/15/2023	<b>Country:</b> USA	<b>Ticker:</b> CLX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/22/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1795575	
<b>Primary Security ID:</b> 189054109	<b>Primary CUSIP:</b> 189054109	<b>Primary ISIN:</b> US1890541097	<b>Primary SEDOL:</b> 2204026
<b>Votable Shares:</b> 286	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 286	<b>Shares Voted:</b> 286

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amy L. Banse	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Julia Denman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Spencer C. Fleischer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Esther Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director A.D. David Mackay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# The Clorox Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Paul Parker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Stephanie Plaines	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Linda Rendle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Matthew J. Shattock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Kathryn Tesija	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Russell J. Weiner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives are largely linked to pre-set financial metrics, and a majority of the equity awards are performance-conditioned.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.3 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/20/2023	Auto-Approved 10/20/2023		286	286
<b>Total Shares:</b>						<b>286</b>	<b>286</b>

# Avnet, Inc.

<b>Meeting Date:</b> 11/16/2023	<b>Country:</b> USA	<b>Ticker:</b> AVT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/18/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1794812	
<b>Primary Security ID:</b> 053807103	<b>Primary CUSIP:</b> 053807103	<b>Primary ISIN:</b> US0538071038	<b>Primary SEDOL:</b> 2066505

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 3,333

\*Shares on Loan: 0

Shares Instructed: 3,333

Shares Voted: 3,333

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Carlo Bozotti	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Brenda L. Freeman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Philip R. Gallagher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jo Ann Jenkins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Oleg Khaykin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director James A. Lawrence	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Ernest E. Maddock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Avid Modjtabai	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Adalio T. Sanchez	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.4 percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/23/2023	Auto-Approved 10/23/2023		3,333	3,333
<b>Total Shares:</b>						<b>3,333</b>	<b>3,333</b>

Sysco Corporation

<b>Meeting Date:</b> 11/17/2023	<b>Country:</b> USA	<b>Ticker:</b> SY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/18/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1795578	
<b>Primary Security ID:</b> 871829107	<b>Primary CUSIP:</b> 871829107	<b>Primary ISIN:</b> US8718291078	<b>Primary SEDOL:</b> 2868165
<b>Votable Shares:</b> 4,810	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,810	<b>Shares Voted:</b> 4,810

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Francesca DeBiase	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ali Dibadj	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Larry C. Glasscock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jill M. Golder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Bradley M. Halverson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director John M. Hinshaw	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Kevin P. Hourican	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Alison Kenney Paul	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Edward D. Shirley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Sysco Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Adopt Policy to Eliminate or Reduce Gestation Crates in Pork Supply Chain	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. In light of regulatory developments and the company's lack of disclosure, shareholders would benefit from more information on the company's policies and practices related to reducing or eliminating the use of gestation crates in its pork supply chain.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 10/26/2023	Auto-Approved 10/26/2023		4,810	4,810
<b>Total Shares:</b>						<b>4,810</b>	<b>4,810</b>

# HF Sinclair Corporation

<b>Meeting Date:</b> 11/28/2023	<b>Country:</b> USA	<b>Ticker:</b> DINO	<b>Proxy Level:</b> 5
<b>Record Date:</b> 10/23/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1800240	
<b>Primary Security ID:</b> 403949100	<b>Primary CUSIP:</b> 403949100	<b>Primary ISIN:</b> US4039491000	<b>Primary SEDOL:</b> BMZQ9C1
<b>Votable Shares:</b> 423	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 423
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 423	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Given the positive market reaction since the unaffected date, the reasonable valuation, and the downside risk in the event of non-approval, support FOR the transaction is warranted.</i>							
2	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Support FOR this proposal is warranted, as the underlying transaction merits support.</i>							

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# HF Sinclair Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/13/2023	Auto-Approved 11/13/2023		423	423
<b>Total Shares:</b>						<b>423</b>	<b>423</b>

# Campbell Soup Company

<b>Meeting Date:</b> 11/29/2023	<b>Country:</b> USA	<b>Ticker:</b> CPB	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/02/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1797902	
<b>Primary Security ID:</b> 134429109	<b>Primary CUSIP:</b> 134429109	<b>Primary ISIN:</b> US1344291091	<b>Primary SEDOL:</b> 2162845

<b>Votable Shares:</b> 792	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 792
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 792	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Fabiola R. Arredondo	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Howard M. Averill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Mark A. Clouse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Bennett Dorrance, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Maria Teresa (Tessa) Hilado	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Grant H. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Sarah Hofstetter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Marc B. Lautenbach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Mary Alice Dorrance Malone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Keith R. McLoughlin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Campbell Soup Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Kurt T. Schmidt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Archbold D. van Beuren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.09 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Although some concern is raised regarding target-setting in the annual incentive plan, the company provided rationale and exercised negative discretion to lower payouts.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
5	Report on 2025 Cage-Free Egg Goal	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested disclosure would help shareholders evaluate the effectiveness of the company's cage-free egg goal and management of any related risks. Further disclosure would also allow shareholders to be better informed regarding the company's progress in reaching its 2025 cage-free egg commitment.</i>						
6	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. While a third-party fiduciary manages employees' investments if the employees decline a self-directed option, the information requested in the report would not only complement and enhance Campbell's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/17/2023	Auto-Approved 11/17/2023		792	792
<b>Total Shares:</b>						<b>792</b>	<b>792</b>

# Performance Food Group Company

<b>Meeting Date:</b> 11/30/2023	<b>Country:</b> USA	<b>Ticker:</b> PFGC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/02/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1796396	
<b>Primary Security ID:</b> 71377A103	<b>Primary CUSIP:</b> 71377A103	<b>Primary ISIN:</b> US71377A1034	<b>Primary SEDOL:</b> BYVYD43

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



# Performance Food Group Company

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,907

\*Shares on Loan: 0

Shares Instructed: 1,907

Shares Voted: 1,907

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director George L. Holm	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Manuel A. Fernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Barbara J. Beck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William F. Dawson, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Laura Flanagan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Matthew C. Flanigan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Kimberly S. Grant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jeffrey M. Overly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David V. Singer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Randall N. Spratt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Warren M. Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.6 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Performance Food Group Company

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 11/07/2023	Auto-Approved 11/07/2023		1,907	1,907
<b>Total Shares:</b>						<b>1,907</b>	<b>1,907</b>

## Premier, Inc.

<b>Meeting Date:</b> 12/01/2023	<b>Country:</b> USA	<b>Ticker:</b> PINC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/04/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1798190	
<b>Primary Security ID:</b> 74051N102	<b>Primary CUSIP:</b> 74051N102	<b>Primary ISIN:</b> US74051N1028	<b>Primary SEDOL:</b> BDZDRC5
<b>Votable Shares:</b> 581	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 581
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 581	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John T. Bigalke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Helen M. Boudreau	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Marc D. Miller	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/10/2023	Auto-Approved 11/10/2023		581	581
<b>Total Shares:</b>						<b>581</b>	<b>581</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 12/06/2023	<b>Country:</b> USA	<b>Ticker:</b> TEAM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/09/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1798235	
<b>Primary Security ID:</b> 049468101	<b>Primary CUSIP:</b> 049468101	<b>Primary ISIN:</b> US0494681010	<b>Primary SEDOL:</b> BQ1PC76
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,757	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,757	<b>Shares Voted:</b> 2,757

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Shona L. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael Cannon-Brookes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Heather Fernandez, Enrique Salem, and Richard (Rich) Wong is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote AGAINST Michael (Mike) Cannon-Brookes and Scott Farquhar is warranted as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>							
1c	Elect Director Scott Farquhar	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Heather Fernandez, Enrique Salem, and Richard (Rich) Wong is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote AGAINST Michael (Mike) Cannon-Brookes and Scott Farquhar is warranted as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>							
1d	Elect Director Heather M. Fernandez	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Heather Fernandez, Enrique Salem, and Richard (Rich) Wong is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote AGAINST Michael (Mike) Cannon-Brookes and Scott Farquhar is warranted as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>							
1e	Elect Director Sasan Goodarzi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jay Parikh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Enrique Salem	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Heather Fernandez, Enrique Salem, and Richard (Rich) Wong is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote AGAINST Michael (Mike) Cannon-Brookes and Scott Farquhar is warranted as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>							
1h	Elect Director Steven Sordello	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Richard P. Wong	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Governance Committee members Heather Fernandez, Enrique Salem, and Richard (Rich) Wong is warranted for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision. A vote AGAINST Michael (Mike) Cannon-Brookes and Scott Farquhar is warranted as their ownership of the supervoting shares provide them with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>							
1j	Elect Director Michelle Zatlyn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Atlassian Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		2,757	2,757
			11/17/2023	11/17/2023			
<b>Total Shares:</b>						<b>2,757</b>	<b>2,757</b>

# Cisco Systems, Inc.

<b>Meeting Date:</b> 12/06/2023	<b>Country:</b> USA	<b>Ticker:</b> CSCO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/09/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1797911	
<b>Primary Security ID:</b> 17275R102	<b>Primary CUSIP:</b> 17275R102	<b>Primary ISIN:</b> US17275R1023	<b>Primary SEDOL:</b> 2198163
<b>Votable Shares:</b> 9,404	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 9,404	<b>Shares Voted:</b> 9,404

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael D. Capellas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Mark Garrett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John D. Harris, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Sarah Rae Murphy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Daniel H. Schulman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Marianna Tessel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. Pay and performance are reasonably aligned for the year in review. Although the CEO has a relatively large target bonus opportunity, the annual bonus was largely based on pre-set financial metrics which appear to utilize rigorous target goals. The majority of the annual LTI program is based on performance-conditioned equity; however, a significant portion of the vesting percentage is determined based on one-year performance. The special equity award to each NEO also utilizes one-year performance periods, though its growth goals appear to be rigorous. Continued monitoring of these structural issues is warranted.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/30/2023	Auto-Approved 11/30/2023		9,204	9,204
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 11/30/2023	Auto-Approved 11/30/2023		200	200
<b>Total Shares:</b>						<b>9,404</b>	<b>9,404</b>

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## Bill Holdings, Inc.

<b>Meeting Date:</b> 12/07/2023	<b>Country:</b> USA	<b>Ticker:</b> BILL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/12/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1800133	
<b>Primary Security ID:</b> 090043100	<b>Primary CUSIP:</b> 090043100	<b>Primary ISIN:</b> US0900431000	<b>Primary SEDOL:</b> BKDS4H5
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,129	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,129	<b>Shares Voted:</b> 1,129

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rene Lacerte	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Peter Kight	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for the Governance Committee member Peter (Pete) Kight given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>							
1.3	Elect Director Tina Reich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Scott Wagner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's failed say-on-pay proposal. In addition, although a concern is noted, pay and performance are reasonably aligned at this time.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 11/17/2023	Auto-Approved 11/17/2023		1,129	1,129
<b>Total Shares:</b>						<b>1,129</b>	<b>1,129</b>

## Microsoft Corporation

<b>Meeting Date:</b> 12/07/2023	<b>Country:</b> USA	<b>Ticker:</b> MSFT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 09/29/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1798481	
<b>Primary Security ID:</b> 594918104	<b>Primary CUSIP:</b> 594918104	<b>Primary ISIN:</b> US5949181045	<b>Primary SEDOL:</b> 2588173
	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 3,795	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,795	<b>Shares Voted:</b> 3,795

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	Yes	For	For	Against	Against

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.02	Elect Director Hugh F. Johnston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.03	Elect Director Teri L. List	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.04	Elect Director Catherine MacGregor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.05	Elect Director Mark A. L. Mason	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.06	Elect Director Satya Nadella	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.07	Elect Director Sandra E. Peterson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.08	Elect Director Penny S. Pritzker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.09	Elect Director Carlos A. Rodriguez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director John W. Stanton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.12	Elect Director Emma N. Walmsley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. Annual incentives were primarily based on objective criteria and the CEO's long-term awards were entirely performance-conditioned. However, the CEO's base salary and STI payout opportunities remained relatively large and long-term incentives rely primarily on annual performance periods, which compensation decisions warrant continued monitoring.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	Ratify Deloitte and Touche as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.24 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing pay equity and health and wellness benefits related risks.</i></p>							
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be taking appropriate steps to protect itself against risks related to discrimination based on political ideology or viewpoint.</i></p>							
7	Report on Government Take Down Requests	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides sufficient information regarding its policies and processes for removing content.</i></p>							
8	Report on Risks of Weapons Development	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted as shareholders would benefit from the requested report by allowing them to better understand Microsoft's management and oversight of risks related to weapons development.</i></p>							
9	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.</i></p>							
10	Publish a Tax Transparency Report	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed GRI Tax Standard would enhance the company's transparency in communicating its tax practices to investors globally.</i></p>							
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: see screen note</i></p>							
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the board to oversee and manage any potential risks related to the company's trade association memberships, and the company is unable to control the accuracy of these associations' disclosures</i></p>							
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Increased disclosure and greater transparency regarding risks related to misinformation and disinformation, including from generative AI, would benefit shareholders on its potential business impacts and how the company is managing these risks.</i></p>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved		644	644
			11/29/2023	11/29/2023			

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 11/29/2023	Auto-Approved 11/29/2023		3,151	3,151
<b>Total Shares:</b>						<b>3,795</b>	<b>3,795</b>

Madison Square Garden Sports Corp.

<b>Meeting Date:</b> 12/11/2023	<b>Country:</b> USA	<b>Ticker:</b> MSGS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/16/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1799680	
<b>Primary Security ID:</b> 55825T103	<b>Primary CUSIP:</b> 55825T103	<b>Primary ISIN:</b> US55825T1034	<b>Primary SEDOL:</b> BYQCZ35
<b>Votable Shares:</b> 57	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 57
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 57	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joseph M. Cohen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. In the absence of a formal governance committee, WITHHOLD votes are warranted for incumbent director nominees Joseph Cohen, Richard Parsons, Nelson Peltz, Ivan Seidenberg, and Anthony (Tony) Vinciguerra for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>						
1.2	Elect Director Richard D. Parsons	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. In the absence of a formal governance committee, WITHHOLD votes are warranted for incumbent director nominees Joseph Cohen, Richard Parsons, Nelson Peltz, Ivan Seidenberg, and Anthony (Tony) Vinciguerra for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>						
1.3	Elect Director Nelson Peltz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. In the absence of a formal governance committee, WITHHOLD votes are warranted for incumbent director nominees Joseph Cohen, Richard Parsons, Nelson Peltz, Ivan Seidenberg, and Anthony (Tony) Vinciguerra for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>						
1.4	Elect Director Ivan Seidenberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. In the absence of a formal governance committee, WITHHOLD votes are warranted for incumbent director nominees Joseph Cohen, Richard Parsons, Nelson Peltz, Ivan Seidenberg, and Anthony (Tony) Vinciguerra for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>						
1.5	Elect Director Anthony J. Vinciguerra	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. In the absence of a formal governance committee, WITHHOLD votes are warranted for incumbent director nominees Joseph Cohen, Richard Parsons, Nelson Peltz, Ivan Seidenberg, and Anthony (Tony) Vinciguerra for maintaining a multi-class structure with disparate voting rights that is not subject to a reasonable time-based sunset provision.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Madison Square Garden Sports Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/29/2023	Auto-Approved 11/29/2023		57	57
<b>Total Shares:</b>						<b>57</b>	<b>57</b>

## Viatris Inc.

<b>Meeting Date:</b> 12/15/2023	<b>Country:</b> USA	<b>Ticker:</b> VTRS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 10/19/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1802335	
<b>Primary Security ID:</b> 92556V106	<b>Primary CUSIP:</b> 92556V106	<b>Primary ISIN:</b> US92556V1061	<b>Primary SEDOL:</b> BMWS3X9
<b>Votable Shares:</b> 20	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 20
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 20	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director W. Don Cornwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director JoEllen Lyons Dillon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Leo Groothuis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Melina Higgins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director James M. Kilts	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1G	Elect Director Harry A. Korman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Rajiv Malik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1I	Elect Director Richard A. Mark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Viatris Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1J	Elect Director Mark W. Parrish	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1K	Elect Director Scott A. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concern is raised regarding separation and transition arrangements for the executive chairman, which warrants continued monitoring, pay and performance were reasonably aligned for the year under consideration. Annual incentives were based on pre-set objective and financial metrics, and equity awards were largely performance conditioned with pre-set targets and a multi-year performance period.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.</i>							
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 11/29/2023	Auto-Approved 11/29/2023		20	20
<b>Total Shares:</b>						<b>20</b>	<b>20</b>

# First American Funds, Inc.

<b>Meeting Date:</b> 12/18/2023	<b>Country:</b> USA	<b>Ticker:</b> N/A	<b>Proxy Level:</b> 5
<b>Record Date:</b> 06/23/2023	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1778681	
<b>Primary Security ID:</b> 31849SMR6	<b>Primary CUSIP:</b> 31849SMR6	<b>Primary ISIN:</b> US31849SMR66	<b>Primary SEDOL:</b> N/A

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# First American Funds, Inc.

**Total Ballots:** 4

**Voting Policy:** UUA

**Votable Shares:** 879,299

**\*Shares on Loan:** 0

**Shares Instructed:** 879,299

**Shares Voted:** 879,299

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Reorganization of Funds between the Acquired Funds into a corresponding series of First American Funds Trust	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted. There are no material concerns with the proposed reorganizations and investors will retain the optionality to either redeem or continue with the surviving fund as they so choose.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 07/28/2023	Auto-Approved 07/28/2023		58,695	58,695
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 07/28/2023	Auto-Approved 07/28/2023		508,827	508,827
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 07/28/2023	Auto-Approved 07/28/2023		111,449	111,449
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 07/28/2023	Auto-Approved 07/28/2023		200,327	200,327
<b>Total Shares:</b>						<b>879,299</b>	<b>879,298</b>

# AutoZone, Inc.

**Meeting Date:** 12/20/2023

**Country:** USA

**Ticker:** AZO

**Proxy Level:** 3

**Record Date:** 10/23/2023

**Meeting Type:** Annual

**Meeting ID:** 1801334

**Primary Security ID:** 053332102

**Primary CUSIP:** 053332102

**Primary ISIN:** US0533321024

**Primary SEDOL:** 2065955

**Total Ballots:** 1

**Voting Policy:** UUA

**Votable Shares:** 119

**\*Shares on Loan:** 0

**Shares Instructed:** 119

**Shares Voted:** 119

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael A. George	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Earl G. Graves, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# AutoZone, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Enderson Guimaraes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Brian P. Hannasch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director D. Bryan Jordan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Gale V. King	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director George R. Mrkonic, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director William C. Rhodes, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Jill A. Soltau	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.91 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance were sufficiently aligned for the year in review. Annual incentives were primarily performance-based. However, the lack of pre-set performance goals in the long-term incentive plan warrants further monitoring, particularly if pay and performance do not remain aligned in future.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 11/16/2023	Auto-Approved 11/20/2023		119	119
<b>Total Shares:</b>						<b>119</b>	<b>119</b>

# Micron Technology, Inc.

<b>Meeting Date:</b> 01/18/2024	<b>Country:</b> USA	<b>Ticker:</b> MU	<b>Proxy Level:</b> 3
<b>Record Date:</b> 11/20/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1807901	
<b>Primary Security ID:</b> 595112103	<b>Primary CUSIP:</b> 595112103	<b>Primary ISIN:</b> US5951121038	<b>Primary SEDOL:</b> 2588184

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,938

\*Shares on Loan: 0

Shares Instructed: 1,938

Shares Voted: 1,938

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Lynn A. Dugle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Steven J. Gomo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Mary Pat McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Sanjay Mehrotra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Robert E. Switz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director MaryAnn Wright	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.41 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 12/22/2023	Auto-Approved 12/22/2023		1,938	1,938
<b>Total Shares:</b>						<b>1,938</b>	<b>1,938</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Super Micro Computer, Inc.

<b>Meeting Date:</b> 01/22/2024	<b>Country:</b> USA	<b>Ticker:</b> SMCI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 11/27/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1809956	
<b>Primary Security ID:</b> 86800U104	<b>Primary CUSIP:</b> 86800U104	<b>Primary ISIN:</b> US86800U1043	<b>Primary SEDOL:</b> B1VQR35
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 308	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 308	<b>Shares Voted:</b> 308

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judy Lin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Sara Liu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Yih-Shyan (Wally) Liaw	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 01/08/2024	Auto-Approved 01/08/2024		308	308
<b>Total Shares:</b>						<b>308</b>	<b>308</b>

## Becton, Dickinson and Company

<b>Meeting Date:</b> 01/23/2024	<b>Country:</b> USA	<b>Ticker:</b> BDJ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 12/04/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1811363	
<b>Primary Security ID:</b> 075887109	<b>Primary CUSIP:</b> 075887109	<b>Primary ISIN:</b> US0758871091	<b>Primary SEDOL:</b> 2087807
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 139	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 139	<b>Shares Voted:</b> 139

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	Yes	For	For	For	For

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Catherine M. Burzik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Carrie L. Byington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director R. Andrew Eckert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Claire M. Fraser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director Christopher Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Thomas E. Polen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Timothy M. Ring	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Joanne Waldstreicher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.79 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/03/2024	Auto-Approved 01/03/2024		139	139
<b>Total Shares:</b>						<b>139</b>	<b>139</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



<b>Meeting Date:</b> 01/23/2024	<b>Country:</b> USA	<b>Ticker:</b> V	<b>Proxy Level:</b> 4
<b>Record Date:</b> 11/24/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1809416	
<b>Primary Security ID:</b> 92826C839	<b>Primary CUSIP:</b> 92826C839	<b>Primary ISIN:</b> US92826C8394	<b>Primary SEDOL:</b> B2PZN04
	<b>Total Ballots:</b> 3	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 3,321	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,321	<b>Shares Voted:</b> 3,321

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Ramon Laguarta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Teri L. List	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director John F. Lundgren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ryan McInerney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Pamela Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Linda J. Rendle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. While the annual and long-term incentives are primarily performance based, certain concerns are noted under both programs relating to the lack of per-metric weightings and the use of annual performance periods in the LTI.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. At present, upon the resolution of certain litigation, a large number of Class B shares will become freely convertible into Class A shares all at once, which could lead to market disruptions and volatility for Class A shareholders. The proposed exchange offer provides for a more methodical approach to the conversion of the Class B shares, which would occur in stages and release smaller portions of Class B shares for conversion, thereby mitigating some of this risk.</i></p>							
5	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as support for the underlying proposals at the shareholder meeting is warranted.</i></p>							
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's broad-based equity award treatment.</i></p>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/03/2024	Auto-Approved 01/03/2024		147	147
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 01/03/2024	Auto-Approved 01/03/2024		3,034	3,034
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 01/03/2024	Auto-Approved 01/03/2024		140	140
<b>Total Shares:</b>						<b>3,321</b>	<b>3,321</b>

**MSC Industrial Direct Co., Inc.**

<b>Meeting Date:</b> 01/24/2024	<b>Country:</b> USA	<b>Ticker:</b> MSM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 12/06/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1810848	
<b>Primary Security ID:</b> 553530106	<b>Primary CUSIP:</b> 553530106	<b>Primary ISIN:</b> US5535301064	<b>Primary SEDOL:</b> 2567655
<b>Votable Shares:</b> 644	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 644	<b>Shares Voted:</b> 644

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erik Gershwind	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Louise Goeser	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Mitchell Jacobson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## MSC Industrial Direct Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael Kaufmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Steven Paladino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Philip Peller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Rahquel Purcell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Rudina Seseeri	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.90 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/03/2024	Auto-Approved 01/03/2024		644	644
<b>Total Shares:</b>						<b>644</b>	<b>644</b>

## Air Products and Chemicals, Inc.

<b>Meeting Date:</b> 01/25/2024	<b>Country:</b> USA	<b>Ticker:</b> APD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 11/30/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1809639	
<b>Primary Security ID:</b> 009158106	<b>Primary CUSIP:</b> 009158106	<b>Primary ISIN:</b> US0091581068	<b>Primary SEDOL:</b> 2011602
<b>Votable Shares:</b> 1,555	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,555	<b>Shares Voted:</b> 1,555

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tonit M. Calaway	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Charles Cogut	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Lisa A. Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Seifollah (Seifi) Ghasemi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jessica Trocchi Graziano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director David H.Y. Ho	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Edward L. Monser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Matthew H. Paull	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Wayne T. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. As noted in prior years, the company has a practice of setting CEO pay above the median of peers. This practice has resulted in a quantitative misalignment between pay and performance for the year in review. Specifically, the committee increased the CEO's LTI target by \$1 million, without compelling rationale, and notes that the committee intends for the CEO's pay levels to be at the 75th percentile of the peer group. Setting pay above the median of the peer group may result in increased compensation levels, without a commensurate link to performance, and is a practice that is disfavored by many investors. Further, while the most recent closing cycle LTI grant was forfeited, concerns are raised regarding the program targeting merely median performance and regarding the lack of a cap on award vesting in the event of negative TSR.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 12/29/2023	Auto-Approved 12/29/2023		1,518	1,518
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 12/29/2023	Auto-Approved 12/29/2023		37	37
<b>Total Shares:</b>						<b>1,555</b>	<b>1,555</b>

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# Walgreens Boots Alliance, Inc.

<b>Meeting Date:</b> 01/25/2024	<b>Country:</b> USA	<b>Ticker:</b> WBA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 11/27/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1809646	
<b>Primary Security ID:</b> 931427108	<b>Primary CUSIP:</b> 931427108	<b>Primary ISIN:</b> US9314271084	<b>Primary SEDOL:</b> BTN1Y44
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 9,459	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 9,459	<b>Shares Voted:</b> 9,459

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Inderpal S. Bhandari	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Ginger L. Graham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Bryan C. Hanson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Robert L. Huffines	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Valerie B. Jarrett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director John A. Lederer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Stefano Pessina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Thomas E. Polen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Nancy M. Schlichting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Timothy C. Wentworth	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.85 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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# Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There are concerns raised by the LTI program design and disclosure, and goal setting in the STI. Additional concerns are raised surrounding the size and structure of the executive chairman's pay. However, there are mitigating factors for the year in review. CEO pay significantly declined year-over-year and half of the regular-cycle equity awards were performance-conditioned. In addition, the annual incentive program was based primarily on objective financial metrics, and no payouts were made when achievement was below threshold for the financial metrics. Further, closing cycle PSUs were earned below target, and LTI targets and results are disclosed retrospectively. Shareholders should continue to closely monitor pay decisions and program structure going forward, particularly given that significant leadership transitions took place during the fiscal year.</i></p>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>							
5	Report on Cigarette Waste	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional information regarding the company's policies and practices related to the environmental impact regarding the disposal of tobacco products</i></p>							
6	Require Independent Board Chair	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i></p>							
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company has recently implemented minimum wage and employee development initiatives and continues to sufficiently disclose diversity and gender pay disparity data, officially establishing these policies would benefit shareholders.</i></p>							
8	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be providing shareholders with sufficient disclosure around its diversity and inclusion efforts and nondiscrimination policies.</i></p>							
9	Report on Potential Risks and Costs of Restrictive Reproductive Healthcare Legislation	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/03/2024	Auto-Approved 01/03/2024		9,459	9,459
<b>Total Shares:</b>						<b>9,459</b>	<b>9,459</b>

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<b>Meeting Date:</b> 01/30/2024	<b>Country:</b> USA	<b>Ticker:</b> AZTA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 12/07/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1811629	
<b>Primary Security ID:</b> 114340102	<b>Primary CUSIP:</b> 114340102	<b>Primary ISIN:</b> US1143401024	<b>Primary SEDOL:</b> 2145460
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,878	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,878	<b>Shares Voted:</b> 1,878

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Edward P. Bousa	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.2	Elect Director Frank E. Casal	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.3	Elect Director Robyn C. Davis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.4	Elect Director Didier Hirsch	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.5	Elect Director Martin Madaus	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Erica J. McLaughlin	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.7	Elect Director Tina S. Nova	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.8	Elect Director Michael Rosenblatt	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.9	Elect Director Stephen S. Schwartz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director.</i>						
1.10	Elect Director Ellen M. Zane *Withdrawn*	Mgmt	No				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.86 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed  01/18/2024	Auto-Approved  01/18/2024		1,878	1,878
<b>Total Shares:</b>						<b>1,878</b>	<b>1,878</b>

Accenture plc

<b>Meeting Date:</b> 01/31/2024	<b>Country:</b> Ireland	<b>Ticker:</b> ACN	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 12/04/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1811227	
<b>Primary Security ID:</b> G1151C101	<b>Primary CUSIP:</b> G1151C101	<b>Primary ISIN:</b> IE00B4BNMY34	<b>Primary SEDOL:</b> B4BNMY3
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 1,367	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,367	<b>Shares Voted:</b> 1,367

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Martin Bruder Muller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Alan Jope	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Gilles C. Pelisson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Arun Sarin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Julie Sweet	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Tracey T. Travis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While shareholders would benefit from more substantial disclosure of goal definition, CEO pay and company performance are reasonably aligned at this time.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The shares reserved is relatively conservative; and - The plan is broad based.</i>							
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.76 percent of the fees paid to the auditor are for non-audit purposes.</i>							
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as the proposed amounts and durations are within recommended limits.</i>							
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as the proposed amounts and durations are within recommended limits.</i>							
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/08/2024	Auto-Approved 01/08/2024		1,367	1,367
<b>Total Shares:</b>						<b>1,367</b>	<b>1,367</b>

**Amdocs Limited**

<b>Meeting Date:</b> 02/02/2024	<b>Country:</b> Guernsey	<b>Ticker:</b> DOX	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 12/04/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1812612	
<b>Primary Security ID:</b> G02602103	<b>Primary CUSIP:</b> G02602103	<b>Primary ISIN:</b> GB0022569080	<b>Primary SEDOL:</b> 2256908
<b>Votable Shares:</b> 3,788	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,788	<b>Shares Voted:</b> 3,788

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eli Gelman	Mgmt	Yes	For	For	For	For

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Robert A. Minicucci	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Adrian Gardner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Richard T.C. LeFave	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Rafael de la Vega	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director John A. MacDonald	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Yvette Kanouff	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.8	Elect Director Sarah Ruth Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Amos Genish	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Shuky Sheffer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	Yes	For	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted in the absence of any known issues concerning the company's audited accounts and financial statements.</i>							
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.63 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/05/2024	Auto-Approved 01/05/2024		3,788	3,788
<b>Total Shares:</b>						<b>3,788</b>	<b>3,788</b>

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Dolby Laboratories, Inc.

<b>Meeting Date:</b> 02/06/2024	<b>Country:</b> USA	<b>Ticker:</b> DLB	<b>Proxy Level:</b> 3
<b>Record Date:</b> 12/08/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1812764	
<b>Primary Security ID:</b> 25659T107	<b>Primary CUSIP:</b> 25659T107	<b>Primary ISIN:</b> US25659T1079	<b>Primary SEDOL:</b> B04NJM9

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 2,914	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 2,914
	<b>Shares Voted:</b> 2,914

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Peter Gotcher	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>						
1.3	Elect Director David Dolby	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>						
1.4	Elect Director Tony Prophet	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>						
1.5	Elect Director Emily Rollins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Simon Segars	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>						
1.7	Elect Director Anjali Sud	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Avadis Tevanian, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

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## Dolby Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Advance Notice Requirement for Director Nominations	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed time frame for submission of director nominations or other proposals is considered reasonable, and consistent with the newly adopted SEC universal proxy rules.</i>							
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as Delaware courts are considered an appropriate forum for the resolution of claims arising under Delaware law and requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.</i>							
5	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 20.20 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/25/2024	Auto-Approved 01/25/2024		2,914	2,914
<b>Total Shares:</b>						<b>2,914</b>	<b>2,914</b>

## Franklin Resources, Inc.

<b>Meeting Date:</b> 02/06/2024	<b>Country:</b> USA	<b>Ticker:</b> BEN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 12/11/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1813599	
<b>Primary Security ID:</b> 354613101	<b>Primary CUSIP:</b> 354613101	<b>Primary ISIN:</b> US3546131018	<b>Primary SEDOL:</b> 2350684
<b>Votable Shares:</b> 2,032	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,032	<b>Shares Voted:</b> 2,032

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Alexander S. Friedman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Gregory E. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jennifer M. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John Y. Kim	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>						
1g	Elect Director Karen M. King	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>						
1h	Elect Director Anthony J. Noto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director John W. Thiel	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>						
1j	Elect Director Seth H. Waugh	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>						
1k	Elect Director Geoffrey Y. Yang	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.16 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The three-year average burn rate is excessive - The estimated duration of available and proposed shares exceeds six years; and - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary).</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/22/2024	Auto-Approved 01/22/2024		2,032	2,032
<b>Total Shares:</b>						<b>2,032</b>	<b>2,032</b>

## Berry Global Group, Inc.

<b>Meeting Date:</b> 02/14/2024	<b>Country:</b> USA	<b>Ticker:</b> BERY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 12/27/2023	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1814645	
<b>Primary Security ID:</b> 08579W103	<b>Primary CUSIP:</b> 08579W103	<b>Primary ISIN:</b> US08579W1036	<b>Primary SEDOL:</b> B8BR3H3

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

**Total Ballots: 1**

**Voting Policy: UUA**

**Votable Shares: 563**

**\*Shares on Loan: 0**

**Shares Instructed: 563**

**Shares Voted: 563**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Jonathan F. Foster	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Meredith R. Harper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Idalene F. Kesner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Kevin J. Kwilinski	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Jill A. Rahman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Carl J. (Rick) Rickertsen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Chaney M. Sheffield, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Robert A. Steele	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Stephen E. Sterrett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director Peter T. Thomas	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

## Berry Global Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Include Officer Exculpation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
5	Amend Exclusive Forum Provision	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 01/22/2024	Auto-Approved 01/22/2024		563	563
<b>Total Shares:</b>						<b>563</b>	<b>563</b>

## Apple Inc.

<b>Meeting Date:</b> 02/28/2024	<b>Country:</b> USA	<b>Ticker:</b> AAPL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/02/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1815577	
<b>Primary Security ID:</b> 037833100	<b>Primary CUSIP:</b> 037833100	<b>Primary ISIN:</b> US0378331005	<b>Primary SEDOL:</b> 2046251
<b>Votable Shares:</b> 224	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 224
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 224	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Tim Cook	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Andrea Jung	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Art Levinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Monica Lozano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Ron Sugar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Sue Wagner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.36 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The compensation committee demonstrated adequate responsiveness to shareholder concerns after last year's relatively low say-on-pay support, including making meaningful forward-looking changes to the CEO's compensation and significantly improving proxy disclosure surrounding pay decisions. In addition, certain factors have been identified that mitigate a pay-for-performance misalignment for the year in review. Although the CEO and other NEOs' pay opportunities remained high, annual incentives were tied to rigorous objective metrics and long-term incentives were based on multi-year performance. Payouts under both programs appear largely aligned with strong financial and TSR performance. Concern is raised by the \$75 million equity grant to the CEO in FY22, the second consecutive year he received a grant of such magnitude. However, the changes made by the committee for the CEO's FY23 grant mitigate these concerns, as they will somewhat reduce his high pay opportunities and strengthen the performance-based portion of his LTI award. Nonetheless, continued monitoring of the pay program is warranted to ensure that the CEO's pay magnitude is supported by continued strong performance by the company.</i>							
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to be providing shareholders with sufficient disclosure around its diversity and inclusion efforts and nondiscrimination policies.</i>							
5	Report on Standards and Procedures to Curate App Content	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Apple appears to have enhanced its disclosure around its management of government information requests and now provides sufficient information and has established clear developer guidelines for shareholders to evaluate its performance.</i>							
6	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.</i>							
7	Report on Use of Artificial Intelligence	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company's lack of disclosure regarding AI limits shareholders' ability to evaluate the risks associated with the use of AI or the actions the company is potentially taking to mitigate those risks. Improved transparency and the disclosure of an ethical guideline may alleviate shareholder concerns.</i>							
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in high-risk markets and to have policies and oversight mechanisms in place - particularly in how the company aligns with its mission to protect human rights - that seem to address human rights concerns raised by the proponent.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 02/16/2024	Auto-Approved 02/16/2024		224	224

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Deere & Company

Meeting Date: 02/28/2024 Country: USA Ticker: DE Proxy Level: 3  
 Record Date: 01/02/2024 Meeting Type: Annual Meeting ID: 1815395  
 Primary Security ID: 244199105 Primary CUSIP: 244199105 Primary ISIN: US2441991054 Primary SEDOL: 2261203

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 76 \*Shares on Loan: 0 Shares Instructed: 76 Shares Voted: 76

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Tamra A. Erwin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Alan C. Heuberger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director L. Neil Hunn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Clayton M. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director John C. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Sherry M. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Sheila G. Talton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The company's STI program continues to be primarily based on objective metrics. The performance-based portion of the LTI program appeared to be less than majority of the entire LTI plan for the year in review, though the company has announced that it will increase the weighting of PSUs in the mix of equity awards for FY24.</i>						

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# Deere & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.09 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company appears to provide shareholders with sufficient information on how its GHG emissions reductions ambitions are part of its strategy to improve its financial prospects in the future.</i>							
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company's current policies and disclosures provide adequate information for shareholders to determine whether its employee programs and training materials are having a reverse discrimination effect.</i>							
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/13/2024	Auto-Approved 02/13/2024		76	76
<b>Total Shares:</b>						<b>76</b>	<b>76</b>

# Tetra Tech, Inc.

<b>Meeting Date:</b> 02/29/2024	<b>Country:</b> USA	<b>Ticker:</b> TTEK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/02/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1816941	
<b>Primary Security ID:</b> 88162G103	<b>Primary CUSIP:</b> 88162G103	<b>Primary ISIN:</b> US88162G1031	<b>Primary SEDOL:</b> 2883890
<b>Votable Shares:</b> 1,025	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,025	<b>Shares Voted:</b> 1,025

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Gary R. Birkenbeuel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Prashant Gandhi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Joanne M. Maguire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Christiana Obiaya	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Kimberly E. Ritrievi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Kirsten M. Volpi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.35 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/05/2024	Auto-Approved 02/05/2024		293	293
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 02/05/2024	Auto-Approved 02/05/2024		732	732
<b>Total Shares:</b>						<b>1,025</b>	<b>1,025</b>

# QUALCOMM Incorporated

<b>Meeting Date:</b> 03/05/2024	<b>Country:</b> USA	<b>Ticker:</b> QCOM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1816943	
<b>Primary Security ID:</b> 747525103	<b>Primary CUSIP:</b> 747525103	<b>Primary ISIN:</b> US7475251036	<b>Primary SEDOL:</b> 2714923
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 626	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 626	<b>Shares Voted:</b> 626

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Cristiano R. Amon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Mark Fields	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jeffrey W. Henderson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Gregory N. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Mark D. McLaughlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Jamie S. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Irene B. Rosenfeld	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Kornelis (Neil) Smit	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jean-Pascal Tricoire	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Anthony J. Vinciguerra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.8 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned at this time and a majority of annual and long-term incentives are based on pre-set financial metrics.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						

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# QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/12/2024	Auto-Approved 02/12/2024		626	626
<b>Total Shares:</b>						<b>626</b>	<b>626</b>

# Applied Materials, Inc.

<b>Meeting Date:</b> 03/07/2024	<b>Country:</b> USA	<b>Ticker:</b> AMAT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/10/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1817847	
<b>Primary Security ID:</b> 038222105	<b>Primary CUSIP:</b> 038222105	<b>Primary ISIN:</b> US0382221051	<b>Primary SEDOL:</b> 2046552
<b>Votable Shares:</b> 651	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 651	<b>Shares Voted:</b> 651

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Judy Bruner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Xun (Eric) Chen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Aart J. de Geus	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Gary E. Dickerson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Thomas J. Iannotti	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Alexander A. Karsner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Kevin P. March	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Yvonne McGill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Scott A. McGregor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, as pay and performance are reasonably aligned for the year in review. Additionally, long-term incentive awards for the CEO are majority performance-based, with performance shares based on three-year goals. However, concerns continue to be raised regarding the annual incentive program. In particular, annual incentives are at least half based on strategic metrics, and the non-disclosure of metric objectives and some performance results continue to preclude investors from fully understanding the rigor of the program. The CEO's scorecard result was not individually disclosed, and the individual performance modifier appears to raise his payout from below target to above target. Lastly, relative TSR PSUs target merely median performance with no cap on payouts should absolute TSR be negative.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.37 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.</i>							
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/16/2024	Auto-Approved 02/16/2024		651	651
<b>Total Shares:</b>						<b>651</b>	<b>651</b>

## MACOM Technology Solutions Holdings, Inc.

<b>Meeting Date:</b> 03/07/2024	<b>Country:</b> USA	<b>Ticker:</b> MTSI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1816803	
<b>Primary Security ID:</b> 55405Y100	<b>Primary CUSIP:</b> 55405Y100	<b>Primary ISIN:</b> US55405Y1001	<b>Primary SEDOL:</b> B5B15Y5
<b>Votable Shares:</b> 1,489	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,489	<b>Shares Voted:</b> 1,489

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>							
2.1	Elect Director John Ritchie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## MACOM Technology Solutions Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2.2	Elect Director Jihye Whang Rosenband	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2.3	Elect Director Murugesan "Raj" Shanmugaraj	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:- The company has not disclosed any short- and long-term E&amp;S performance incentives; and- The company provides for excise tax-gross ups in existing agreements.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.32 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 02/14/2024	Auto-Approved 02/14/2024		1,489	1,489
<b>Total Shares:</b>						<b>1,489</b>	<b>1,489</b>

## Cencora, Inc.

<b>Meeting Date:</b> 03/12/2024	<b>Country:</b> USA	<b>Ticker:</b> COR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1818499	
<b>Primary Security ID:</b> 03073E105	<b>Primary CUSIP:</b> 03073E105	<b>Primary ISIN:</b> US03073E1055	<b>Primary SEDOL:</b> 2795393
<b>Votable Shares:</b> 1,231	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,231	<b>Shares Voted:</b> 1,231

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Werner Baumann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Steven H. Collis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director D. Mark Durcan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard W. Gochbauer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Lon R. Greenberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Kathleen W. Hyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Lorence H. Kim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Redonda G. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Dennis M. Nally	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1k	Elect Director Lauren M. Tyler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. There is some concern surrounding the STI goal, as the cash flow target was set below the prior year's results, and the metric was achieved at maximum. In addition, the company does not disclose forward-looking goals for PSUs. However, the STI and LTI plan are predominantly based on quantified pre-set goals, and the above target STI results are aligned with recent financial performance.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.27 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
5	Amend Certificate of Incorporation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted as, on balance, the proposed amendments to the company's charter do not appear to adversely impact shareholder's rights.</i>							
6	Enhance Majority Vote for the Election of Directors	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proposed bylaw language is not preferable to the company's existing bylaw provisions from the perspective of shareholder rights and board accountability.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/21/2024	Auto-Approved 02/21/2024		1,231	1,231

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Analog Devices, Inc.

Meeting Date: 03/13/2024 Country: USA Ticker: ADI Proxy Level: 3  
 Record Date: 01/09/2024 Meeting Type: Annual Meeting ID: 1817071  
 Primary Security ID: 032654105 Primary CUSIP: 032654105 Primary ISIN: US0326541051 Primary SEDOL: 2032067

Votable Shares: 308 Total Ballots: 1 Voting Policy: UUA  
 \*Shares on Loan: 0 Shares Instructed: 308 Shares Voted: 308

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Stephen M. Jennings	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Andre Andonian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director James A. Champy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Edward H. Frank	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Laurie H. Glimcher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Karen M. Golz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Peter B. Henry	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Mercedes Johnson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1j	Elect Director Ray Stata	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Susie Wee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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## Analog Devices, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. While acknowledging certain positive changes to the LTI program, including the increase in performance equity for the CEO, a quantitative pay-for-performance misalignment is identified and underscored by several concerns regarding incentive programs. Most notably, while annual incentives were based on objective financial metrics, the company continues to set certain target goals below prior actual achievement levels, while allowing for a high maximum payout opportunity which significantly exceeds market norms. A vote AGAINST is further warranted because the company has not disclosed any short-term and long-term E&amp;S performance incentives, and maintains an auto-accelerated equity vesting change-in-control provision.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.95 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i></p>							
4	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/26/2024	Auto-Approved 02/26/2024		308	308
<b>Total Shares:</b>						<b>308</b>	<b>308</b>

## Johnson Controls International plc

<b>Meeting Date:</b> 03/13/2024	<b>Country:</b> Ireland	<b>Ticker:</b> JCI	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 01/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1817253	
<b>Primary Security ID:</b> G51502105	<b>Primary CUSIP:</b> G51502105	<b>Primary ISIN:</b> IE00BY7QL619	<b>Primary SEDOL:</b> BY7QL61
<b>Votable Shares:</b> 4,166	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 4,166
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,166	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Archer	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Jean Blackwell	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Pierre Cohade	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director W. Roy Dunbar	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Gretchen R. Haggerty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Ayesha Khanna	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Simone Menne	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director George R. Oliver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jurgen Tinggren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mark Vergnano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director John D. Young	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.12 percent of the fees paid to the auditor are for non-audit purposes.</i>						
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Authorize Market Purchases of Company Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the terms of the repurchase program are reasonable and all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to the board's authority to conduct open-market repurchases.</i>						
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The annual and long-term incentive programs are primarily based on pre-set, objective performance targets. CEO pay and TSR performance were also reasonably aligned for the year in review.</i>						
6	Approve the Directors' Authority to Allot Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

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# Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/15/2024	Auto-Approved 02/15/2024		4,166	4,166
<b>Total Shares:</b>						<b>4,166</b>	<b>4,166</b>

# Agilent Technologies, Inc.

<b>Meeting Date:</b> 03/14/2024	<b>Country:</b> USA	<b>Ticker:</b> A	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/23/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1819425	
<b>Primary Security ID:</b> 00846U101	<b>Primary CUSIP:</b> 00846U101	<b>Primary ISIN:</b> US00846U1016	<b>Primary SEDOL:</b> 2520153
<b>Votable Shares:</b> 846	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 846	<b>Shares Voted:</b> 846

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mala Anand	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Koh Boon Hwee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Michael R. McMullen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Daniel K. Podolsky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. A majority of incentives are tied to pre-set objective measures and pay outcomes are aligned with short- and long-term performance.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt Simple Majority Vote	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							

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# Agilent Technologies, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/20/2024	Auto-Approved 02/20/2024		846	846
<b>Total Shares:</b>						<b>846</b>	<b>846</b>

# Arrowhead Pharmaceuticals, Inc.

<b>Meeting Date:</b> 03/14/2024	<b>Country:</b> USA	<b>Ticker:</b> ARWR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/19/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1818242	
<b>Primary Security ID:</b> 04280A100	<b>Primary CUSIP:</b> 04280A100	<b>Primary ISIN:</b> US04280A1007	<b>Primary SEDOL:</b> BYQBFJ8

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 1,929	<b>Shares Instructed:</b> 1,929
<b>*Shares on Loan:</b> 0	<b>Shares Voted:</b> 1,929

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Douglass Given	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1B	Elect Director Michael S. Perry	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1C	Elect Director Christopher Anzalone	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1D	Elect Director Mauro Ferrari	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1E	Elect Director Adeoye Olukotun	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1F	Elect Director William Waddill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1G	Elect Director Victoria Vakiener	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the new auditor is warranted.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Arrowhead Pharmaceuticals, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 02/20/2024	Auto-Approved 02/20/2024		1,929	1,929
<b>Total Shares:</b>						<b>1,929</b>	<b>1,929</b>

# The Cooper Companies, Inc.

<b>Meeting Date:</b> 03/19/2024	<b>Country:</b> USA	<b>Ticker:</b> COO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/24/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1819545	
<b>Primary Security ID:</b> 216648501	<b>Primary CUSIP:</b> 216648501	<b>Primary ISIN:</b> US2166485019	<b>Primary SEDOL:</b> BQPDXR3
<b>Votable Shares:</b> 210	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 210
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 210	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Colleen E. Jay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director William A. Kozy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Lawrence E. Kurzius	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Cynthia L. Lucchese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Teresa S. Madden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Maria Rivas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Robert S. Weiss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Albert G. White, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

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# The Cooper Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/26/2024	Auto-Approved 02/26/2024		210	210
<b>Total Shares:</b>						<b>210</b>	<b>210</b>

# TD SYNEX Corporation

<b>Meeting Date:</b> 03/20/2024	<b>Country:</b> USA	<b>Ticker:</b> SNX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1819839	
<b>Primary Security ID:</b> 87162W100	<b>Primary CUSIP:</b> 87162W100	<b>Primary ISIN:</b> US87162W1009	<b>Primary SEDOL:</b> 2002554
<b>Votable Shares:</b> 387	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 387	<b>Shares Voted:</b> 387

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ann Vezina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Robert Kalsow-Ramos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Richard Hume	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Kathleen Crusco	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Ting Herh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Hau Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Nayaki Nayyar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Matthew Nord	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# TD SYNEX Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Dennis Polk	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.10	Elect Director Claude Pumilia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Merline Saintil	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.12 percent of the fees paid to the auditor are for non-audit purposes.</i>						
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the elimination of the supermajority voting requirements would enhance shareholder rights.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/26/2024	Auto-Approved 02/26/2024		387	387
<b>Total Shares:</b>						<b>387</b>	<b>387</b>

# Concentrix Corporation

<b>Meeting Date:</b> 03/21/2024	<b>Country:</b> USA	<b>Ticker:</b> CNXC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1820786	
<b>Primary Security ID:</b> 20602D101	<b>Primary CUSIP:</b> 20602D101	<b>Primary ISIN:</b> US20602D1019	<b>Primary SEDOL:</b> BNKVVY4
<b>Votable Shares:</b> 469	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 469	<b>Shares Voted:</b> 469

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chris Caldwell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Teh-Chien Chou	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						

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# Concentrix Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director LaVerne H. Council	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Jennifer Deason	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Olivier Duha	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Nicolas Gheysens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Kathryn Hayley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Kathryn Marinello	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Dennis Polk	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Ann Vezina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 02/27/2024	Auto-Approved 02/27/2024		469	469
<b>Total Shares:</b>						<b>469</b>	<b>469</b>

# Keysight Technologies, Inc.

<b>Meeting Date:</b> 03/21/2024	<b>Country:</b> USA	<b>Ticker:</b> KEYS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 01/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1818489	
<b>Primary Security ID:</b> 49338L103	<b>Primary CUSIP:</b> 49338L103	<b>Primary ISIN:</b> US49338L1035	<b>Primary SEDOL:</b> BQZJ0Q9

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 948

\*Shares on Loan: 0

Shares Instructed: 948

Shares Voted: 948

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Ronald S. Nersesian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Robert A. Rango	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives were largely based on pre-set financial metrics, and equity awards are primarily performance-conditioned and based on multi-year performance periods.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted given the purchase price is reasonable and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code. Though the available shares within the plan are approximately 10 percent of outstanding shares, the proposal does not request any new shares, and the amended plan removes an evergreen feature.</i>							
6	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>							
7	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Item 6 is not approved this year.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/04/2024	Auto-Approved 03/04/2024		948	948
<b>Total Shares:</b>						<b>948</b>	<b>948</b>

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## Juniper Networks, Inc.

<b>Meeting Date:</b> 04/02/2024	<b>Country:</b> USA	<b>Ticker:</b> JNPR	<b>Proxy Level:</b> 5
<b>Record Date:</b> 02/23/2024	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1825693	
<b>Primary Security ID:</b> 48203R104	<b>Primary CUSIP:</b> 48203R104	<b>Primary ISIN:</b> US48203R1041	<b>Primary SEDOL:</b> 2431846
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,454	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,454	<b>Shares Voted:</b> 1,454

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Shareholders are receiving a meaningful premium to the unaffected date price and JNPR's 52-week high, there is a potential downside risk of non-approval, and the cash consideration provides shareholders with certainty of value. As such, support FOR the proposed transaction is warranted.</i>						
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Support for the golden parachute proposal is warranted. Cash severance is double trigger and reasonably based, no excise tax gross-ups are payable, and a majority of the outstanding equity will only vest upon a qualifying termination.</i>						
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						
4	Adjourn Meeting	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this agenda item is warranted as the underlying transaction warrants support.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/18/2024	Auto-Approved 03/18/2024	Shares Confirmed 03/19/2024	1,454	1,454
<b>Total Shares:</b>						<b>1,454</b>	<b>1,454</b>

## Schlumberger N.V.

<b>Meeting Date:</b> 04/03/2024	<b>Country:</b> Curacao	<b>Ticker:</b> SLB	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 02/07/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1824326	
<b>Primary Security ID:</b> 806857108	<b>Primary CUSIP:</b> 806857108	<b>Primary ISIN:</b> AN8068571086	<b>Primary SEDOL:</b> 2779201
	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 9,585	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 9,585	<b>Shares Voted:</b> 9,585

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Patrick de La Chevardiére	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Miguel Galuccio	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Jim Hackett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Olivier Le Peuch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Samuel Leupold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Tatiana Mitrova	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Maria Moraeus Hanssen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Vanitha Narayanan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Jeff Sheets	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Ulrich Spiesshofer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The annual and long-term incentives are primarily performance-based and performance shares are measured over a multi-year performance period.</i>						
3	Adopt and Approve Financials and Dividends	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: In the absence of any concerns over the company's financial statements, a vote FOR this proposal is warranted.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.1 percent of the fees paid to the auditor are for non-audit purposes.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/06/2024	Auto-Approved 03/06/2024	Shares Confirmed 03/13/2024	9,095	9,095
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/06/2024	Auto-Approved 03/06/2024	Shares Confirmed 03/13/2024	490	490
<b>Total Shares:</b>						<b>9,585</b>	<b>9,585</b>

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## The Walt Disney Company

<b>Meeting Date:</b> 04/03/2024	<b>Country:</b> USA	<b>Ticker:</b> DIS	<b>Proxy Level:</b> 6
<b>Record Date:</b> 02/05/2024	<b>Meeting Type:</b> Proxy Contest	<b>Meeting ID:</b> 1819315	
<b>Primary Security ID:</b> 254687106	<b>Primary CUSIP:</b> 254687106	<b>Primary ISIN:</b> US2546871060	<b>Primary SEDOL:</b> 2270726
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 3,526	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,526	<b>Shares Voted:</b> 3,526

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt	No				
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No				
1A	Elect Management Nominee Director Mary T. Barra	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1B	Elect Management Nominee Director Safra A. Catz	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1C	Elect Management Nominee Director Amy L. Chang	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1D	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1E	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1F	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1G	Elect Management Nominee Director James P. Gorman	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1H	Elect Management Nominee Director Robert A. Iger	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1I	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1J	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						

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# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1K	Elect Management Nominee Director Mark G. Parker	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1L	Elect Management Nominee Director Derica W. Rice	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1M	Elect Dissident Nominee Director Nelson Peltz	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1O	Elect Dissident Nominee Director Craig Hatkoff	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1P	Elect Dissident Nominee Director Jessica Schell	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1Q	Elect Dissident Nominee Director Leah Solivan	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						

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# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Report on Charitable Contributions	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
10	Advisory Vote on Board Size and Related Vacancies	SH	Yes	Against	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
	Dissident Universal Proxy (Blue Proxy Card) by TRIAN GROUP	Mgmt	No				
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No				
1.1	Elect Dissident Nominee Director Nelson Peltz	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
	OPPOSED COMPANY NOMINEES	Mgmt	No				
1.1	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Yes	Withhold	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
1.2	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Yes	Withhold	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
	ACCEPTABLE COMPANY NOMINEES	Mgmt	No				

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# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Management Nominee Director Mary T. Barra	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
1.2	Elect Management Nominee Director Safra A. Catz	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
1.3	Elect Management Nominee Director Amy L. Chang	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
1.4	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
1.5	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
1.6	Elect Management Nominee Director James P. Gorman	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						
1.7	Elect Management Nominee Director Robert A. Iger	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i>						

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# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Yes	None	For	For	For
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>							
1.9	Elect Management Nominee Director Mark G. Parker	Mgmt	Yes	None	For	For	For
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>							
1.10	Elect Management Nominee Director Derica W. Rice	Mgmt	Yes	None	For	For	For
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>							
	BLACKWELLS NOMINEES	Mgmt	No				
1.1	Elect Dissident Nominee Director Craig Hatkoff	SH	Yes	Withhold	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>							
1.2	Elect Dissident Nominee Director Jessica Schell	SH	Yes	Withhold	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>							
1.3	Elect Dissident Nominee Director Leah Solivan	SH	Yes	Withhold	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Shareholders are recommended to vote FOR Nelson Peltz on Trian's proxy card, and WITHHOLD votes from Trian nominee Jay Rasulo, Blackwells nominees Craig Hatkoff, Jessica Schell, and Leah Solivan, and WITHHOLD votes from management nominee Maria Elena Lagomasino. A vote FOR management nominees Mark Parker, Robert Iger, Mary Barra, Safra Catz, Amy Chang, Carolyn Everson, Michael Froman, Calvin McDonald, Derica Rice, David Jeremy Darroch and James Gorman is warranted.</i></p>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.1 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

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# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Pay and performance were reasonably aligned for the year in review and incentive programs were largely performance-based. Specifically, annual bonuses are largely based on pre-set objective metrics, while financial metrics appear to utilize rigorous target setting. In addition, a majority of the CEO's equity grant, and half of the equity grant for other NEOs, consisted of performance-conditioned equity with multi-year goals. However, though the company provides a rationale in the proxy statement, some concerns are raised by CEO Iger's perquisite values, which were relatively large in in FY23.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	None	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	None	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy which limits cash severance to a reasonable basis absent shareholder approval, and no significant concerns are identified with respect to the company's severance program.</i>						
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on the company's alignment of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company overseas and manages risks related to its political partnerships.</i>						
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	None	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing pay equity and health and wellness benefits related risks.</i>						
8	Report on Charitable Contributions	SH	Yes	None	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>						
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given support for the underlying dissident case for change, and the fact that there seems to be little downside risk to shareholders in approving this specific request.</i>						
10	Advisory Vote on Board Size and Related Vacancies	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as it would allow the board to re-appoint any incumbent directors potentially replaced by dissident nominees.</i>						
	Dissident Universal Proxy (Green Proxy Card) by BLACKWELLS	Mgmt	No				
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No				
1a	Elect Dissident Nominee Director Craig Hatkoff	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						

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# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Dissident Nominee Director Jessica Schell	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1c	Elect Dissident Nominee Director Leah Solivan	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
	COMPANY NOMINEES	Mgmt	No				
1d	Elect Management Nominee Director Mary T. Barra	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1e	Elect Management Nominee Director Safra A. Catz	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1f	Elect Management Nominee Director Amy L. Chang	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1g	Elect Management Nominee Director D. Jeremy Darroch	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1h	Elect Management Nominee Director Carolyn N. Everson	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1i	Elect Management Nominee Director Michael B.G. Froman	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1j	Elect Management Nominee Director James P. Gorman	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1k	Elect Management Nominee Director Robert A. Iger	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1l	Elect Management Nominee Director Maria Elena Lagomasino	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1m	Elect Management Nominee Director Calvin R. McDonald	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1n	Elect Management Nominee Director Mark G. Parker	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1o	Elect Management Nominee Director Derica W. Rice	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
	THE TRIAN GROUP NOMINEES	Mgmt	No				

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# The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1p	Elect Dissident Nominee Director Nelson Peltz	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	SH	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
7	Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
8	Report on Charitable Contributions	SH	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30, 2023	SH	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
10	Advisory Vote on Board Size and Related Vacancies	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/21/2024	Auto-Approved 03/21/2024		3,526	3,526
<b>Total Shares:</b>						<b>3,526</b>	<b>3,526</b>

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Carnival Corporation

<b>Meeting Date:</b> 04/05/2024	<b>Country:</b> Panama	<b>Ticker:</b> CCL	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 02/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1824895	
<b>Primary Security ID:</b> 143658300	<b>Primary CUSIP:</b> 143658300	<b>Primary ISIN:</b> PA1436583006	<b>Primary SEDOL:</b> 2523044
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 506	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 506	<b>Shares Voted:</b> 506

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Elect Nelda J. Connors as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
7	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
8	Re-elect Sara Mathew as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Carnival Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
10	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
11	Re-elect Josh Weinstein as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
12	Re-elect Randy Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are relatively aligned for the year in review. As discussed last year, the company made several improvements to the STI and LTI programs for FY23. The STI is predominantly based on objective financial performance, while the LTI is majority performance-conditioned with multi-year performance periods and metrics different from the STIs.</i>						
14	Approve Directors' Remuneration Report (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As the Company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top Executive pay, the recommendation FOR this proposal is aligned with the U.S. say-on-pay analysis.</i>						
15	Appoint Deloitte LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of Deloitte & Touche LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals to ratify the auditor and authorize the board to fix the auditor's remuneration is warranted.</i>						
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals to ratify the auditor and authorize the board to fix the auditor's remuneration is warranted.</i>						

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# Carnival Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
17	Receive the Accounts and Reports of the Directors and Auditors of Carnival plc for the Year Ended November 30, 2023 (in Accordance with Legal Requirements Applicable to UK Companies)	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the Company's routine submission of the directors' report and financial statements is warranted as no significant concerns have been identified.</i>							
18	Approve Issuance of Equity	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
20	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits.</i>							
21	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted in the absence of any significant concerns.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/14/2024	Auto-Approved 03/14/2024	Shares Confirmed 03/15/2024	506	506
<b>Total Shares:</b>						<b>506</b>	<b>506</b>

# The Goodyear Tire & Rubber Company

<b>Meeting Date:</b> 04/08/2024	<b>Country:</b> USA	<b>Ticker:</b> GT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1831138	
<b>Primary Security ID:</b> 382550101	<b>Primary CUSIP:</b> 382550101	<b>Primary ISIN:</b> US3825501014	<b>Primary SEDOL:</b> 2378200
<b>Votable Shares:</b> 155	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 155	<b>Shares Voted:</b> 155

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Norma B. Clayton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director James A. Firestone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# The Goodyear Tire & Rubber Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Werner Geissler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Joseph R. Hinrichs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Laurette T. Koellner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Karla R. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Prashanth Mahendra-Rajah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director John E. McGlade	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Max H. Mitchell	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Hera K. Siu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mark W. Stewart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Michael R. Wessel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Roger J. Wood	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.40 percent of the fees paid to the auditor are for non-audit purposes.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/25/2024	Auto-Approved 03/25/2024	Shares Confirmed 03/26/2024	155	155
<b>Total Shares:</b>						<b>155</b>	<b>155</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



The Bank of New York Mellon Corporation

<b>Meeting Date:</b> 04/09/2024	<b>Country:</b> USA	<b>Ticker:</b> BK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/14/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1827700	
<b>Primary Security ID:</b> 064058100	<b>Primary CUSIP:</b> 064058100	<b>Primary ISIN:</b> US0640581007	<b>Primary SEDOL:</b> B1Z77F6

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 2,289	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 2,289
	<b>Shares Voted:</b> 2,289

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director M. Amy Gilliland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director K. Guru Gowrappan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Ralph Izzo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Sandra E. "Sandie" O'Connor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Rakefet Russak-Aminoach	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Robin A. Vince	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The updated incentive determination structure provides less transparency and raises greater concerns over the impact of discretion. However, these issues have not resulted in a quantitative pay-for-performance misalignment for the year in review.</i>						

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## The Bank of New York Mellon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.00 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company provides adequate disclosures related to its commitment to not discriminate against patrons.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/21/2024	Auto-Approved 03/21/2024	Shares Confirmed 03/23/2024	2,289	2,289
<b>Total Shares:</b>						<b>2,289</b>	<b>2,289</b>

## Hewlett Packard Enterprise Company

<b>Meeting Date:</b> 04/10/2024	<b>Country:</b> USA	<b>Ticker:</b> HPE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1821015	
<b>Primary Security ID:</b> 42824C109	<b>Primary CUSIP:</b> 42824C109	<b>Primary ISIN:</b> US42824C1099	<b>Primary SEDOL:</b> BYVYWS0
<b>Votable Shares:</b> 13,531	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 13,531	<b>Shares Voted:</b> 13,531

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela L. Carter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Frank A. D'Amelio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Regina E. Dugan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Raymond J. Lane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Hewlett Packard Enterprise Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Ann M. Livermore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Bethany J. Mayer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Antonio F. Neri	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Raymond E. Ozzie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Gary M. Reiner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.55 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Equity awards are half performance-conditioned, PSUs are based on multi-year performance periods, and annual incentives were primarily based on pre-set financial metrics.</i>							
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/18/2024	Auto-Approved 03/18/2024	Shares Confirmed 03/19/2024	13,531	13,531
<b>Total Shares:</b>						<b>13,531</b>	<b>13,531</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 04/11/2024	<b>Country:</b> USA	<b>Ticker:</b> DOW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1828581	
<b>Primary Security ID:</b> 260557103	<b>Primary CUSIP:</b> 260557103	<b>Primary ISIN:</b> US2605571031	<b>Primary SEDOL:</b> BHXCF84
<b>Votable Shares:</b> 1,420	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,420	<b>Shares Voted:</b> 1,420

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Gaurdie E. Banister, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Wesley G. Bush	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Richard K. Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jerri DeVard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Debra L. Dial	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jeff M. Fettig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Jim Fitterling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jacqueline C. Hinman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jacqueline (Jacque) Hinman, is further warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>						
1j	Elect Director Luis Alberto Moreno	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jill S. Wyant	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Daniel W. Yohannes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While certain concerns remain regarding target setting under the annual incentive, the program was primarily determined by pre-set quantitative metrics, and a majority of long-term incentives were performance conditioned.</i>						

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## Dow Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.57 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Commission Audited Report on Reduced Plastics Demand	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enable shareholders to more effectively evaluate the company's efforts to address a potential decrease in the demand for virgin plastics and its corresponding financial implications.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/25/2024	Auto-Approved 03/25/2024	Shares Confirmed 03/26/2024	1,363	1,363
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/25/2024	Auto-Approved 03/25/2024	Shares Confirmed 03/26/2024	57	57
<b>Total Shares:</b>						<b>1,420</b>	<b>1,420</b>

## Fifth Third Bancorp

<b>Meeting Date:</b> 04/16/2024	<b>Country:</b> USA	<b>Ticker:</b> FITB	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1829725	
<b>Primary Security ID:</b> 316773100	<b>Primary CUSIP:</b> 316773100	<b>Primary ISIN:</b> US3167731005	<b>Primary SEDOL:</b> 2336747
<b>Votable Shares:</b> 8,800	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 8,800	<b>Shares Voted:</b> 8,800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicholas K. Akins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director B. Evan Bayh, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Jorge L. Benitez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Katherine B. Blackburn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Emerson L. Brumback	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Linda W. Clement-Holmes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director C. Bryan Daniels	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Laurent Desmangles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Mitchell S. Feiger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Thomas H. Harvey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Gary R. Heminger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Eileen A. Mallesch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director Kathleen A. Rogers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director Timothy N. Spence	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1p	Elect Director Marsha C. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.47 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and company performance remain reasonably aligned at this time. Additionally, pay outcomes under both the STI and LTI are commensurate with company performance; however, concerns remain regarding the structure of both programs.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Fifth Third Bancorp

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable employer contribution, and has reasonable limits on employee contributions.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/26/2024	Shares Confirmed 03/27/2024	8,379	8,379
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/26/2024	Shares Confirmed 03/27/2024	421	421
<b>Total Shares:</b>						<b>8,800</b>	<b>8,800</b>

## Moody's Corporation

<b>Meeting Date:</b> 04/16/2024	<b>Country:</b> USA	<b>Ticker:</b> MCO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1830410	
<b>Primary Security ID:</b> 615369105	<b>Primary CUSIP:</b> 615369105	<b>Primary ISIN:</b> US6153691059	<b>Primary SEDOL:</b> 2252058
<b>Votable Shares:</b> 153	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 153	<b>Shares Voted:</b> 153

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jorge A. Bermudez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Therese Esperdy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Robert Fauber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Vincent A. Forlenza	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kathryn M. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Lloyd W. Howell, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Jose M. Minaya	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

# Moody's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Leslie F. Seidman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Zig Serafin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Bruce Van Saun	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily performance-based and a majority of the long-term equity awards are performance-conditioned and measured over a multi-year performance period.</i>							
4	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholders' rights.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 15 percent ownership threshold would enhance shareholders rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/19/2024	Auto-Approved 03/19/2024	Shares Confirmed 03/21/2024	153	153
<b>Total Shares:</b>						<b>153</b>	<b>153</b>

# Northern Trust Corporation

<b>Meeting Date:</b> 04/16/2024	<b>Country:</b> USA	<b>Ticker:</b> NTRS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1830528	
<b>Primary Security ID:</b> 665859104	<b>Primary CUSIP:</b> 665859104	<b>Primary ISIN:</b> US6658591044	<b>Primary SEDOL:</b> 2648668
<b>Votable Shares:</b> 52	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 52	<b>Shares Voted:</b> 52

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Walker Bynoe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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# Northern Trust Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Susan Crown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Dean M. Harrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jay L. Henderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Marcy S. Klevorn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Siddharth N. "Bobby" Mehta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael G. O'Grady	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Martin P. Slark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director David H. B. Smith, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Charles A. Tribbett, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Though concerns exist regarding the rigor of the rigor of the STI program, equity awards are majority performance-conditioned, measured over a multi-year performance period, and have forward-looking targets.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.7 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on Risks of Misaligning Proxy Votes with Client Preferences	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the potential risks of misalignment between the company's proxy voting policies and practices and its clients' values and preferences, as well as the company's strategies for addressing those issues, would further complement the company's commitments. In addition, the report would also clarify the company's policies and the client's preferences on ESG topics, in addition to enabling shareholders to assess how the company is managing related risks and the effectiveness of the company's related efforts.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Northern Trust Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/21/2024	Auto-Approved 03/21/2024	Shares Confirmed 03/22/2024	52	52
<b>Total Shares:</b>						<b>52</b>	<b>52</b>

# Whirlpool Corporation

<b>Meeting Date:</b> 04/16/2024	<b>Country:</b> USA	<b>Ticker:</b> WHR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1829218	
<b>Primary Security ID:</b> 963320106	<b>Primary CUSIP:</b> 963320106	<b>Primary ISIN:</b> US9633201069	<b>Primary SEDOL:</b> 2960384

<b>Votable Shares:</b> 103	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 103
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 103	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Marc R. Bitzer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Greg Creed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Diane M. Dietz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Gerri T. Elliott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Richard J. Kramer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jennifer A. LaClair	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director John D. Liu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director James M. Loree	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Harish Manwani	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Larry O. Spencer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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## Whirlpool Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Rudy Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.86 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/22/2024	Auto-Approved 03/22/2024	Shares Confirmed 03/29/2024	103	103
<b>Total Shares:</b>						<b>103</b>	<b>103</b>

## Adobe Inc.

<b>Meeting Date:</b> 04/17/2024	<b>Country:</b> USA	<b>Ticker:</b> ADBE	<b>Proxy Level:</b> 4
<b>Record Date:</b> 02/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1828583	
<b>Primary Security ID:</b> 00724F101	<b>Primary CUSIP:</b> 00724F101	<b>Primary ISIN:</b> US00724F1012	<b>Primary SEDOL:</b> 2008154
<b>Votable Shares:</b> 95	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 95	<b>Shares Voted:</b> 95

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cristiano Amon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Amy Banse	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Brett Biggs	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Melanie Boulden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Frank Calderoni	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Laura Desmond	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Spencer Neumann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Kathleen Oberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Dheeraj Pandey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director David Ricks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Daniel Rosensweig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.05 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as there are no recurring issues regarding failed director elections at the company that suggests a mandatory resignation policy is needed.</i>							
6	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because additional information could help shareholders better understand how the company is assessing and managing the progress of its various diversity and inclusion initiatives.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/22/2024	Auto-Approved 03/22/2024	Shares Confirmed 03/23/2024	95	95
<b>Total Shares:</b>						<b>95</b>	<b>95</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Huntington Bancshares Incorporated

<b>Meeting Date:</b> 04/17/2024	<b>Country:</b> USA	<b>Ticker:</b> HBAN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/14/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1831029	
<b>Primary Security ID:</b> 446150104	<b>Primary CUSIP:</b> 446150104	<b>Primary ISIN:</b> US4461501045	<b>Primary SEDOL:</b> 2445966
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 7,278	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 7,278	<b>Shares Voted:</b> 7,278

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alanna Y. Cotton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Ann B. (Tanny) Crane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Rafael Andres Diaz-Granados	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Gina D. France	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director J. Michael Hochschwender	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director John C. (Chris) Inglis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Richard H. King	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Katherine M. A. (Allie) Kline	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Richard W. Neu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Kenneth J. Phelan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director David L. Porteous	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Teresa H. Shea	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Roger J. Sit	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Stephen D. Steinour	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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## Huntington Bancshares Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.15	Elect Director Jeffrey L. Tate	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.16	Elect Director Gary Torgow	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While the committee exercised its discretion to upwardly adjust payouts under the annual incentive, the program was primarily determined by pre-set quantitative metrics with clearly disclosed performance targets and achieved results. Further, a majority of long-term incentives are performance conditioned and measured over multi-year period, and relative ROTCE targets above-median performance.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.27 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/21/2024	Auto-Approved 03/21/2024	Shares Confirmed 03/27/2024	7,278	7,278
<b>Total Shares:</b>						<b>7,278</b>	<b>7,278</b>

## Regions Financial Corporation

<b>Meeting Date:</b> 04/17/2024	<b>Country:</b> USA	<b>Ticker:</b> RF	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1829221	
<b>Primary Security ID:</b> 7591EP100	<b>Primary CUSIP:</b> 7591EP100	<b>Primary ISIN:</b> US7591EP1005	<b>Primary SEDOL:</b> B01R311
<b>Votable Shares:</b> 16,192	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 16,192	<b>Shares Voted:</b> 16,192

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Crosswhite	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Noopur Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Zhanna Golodryga	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Regions Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director J. Thomas Hill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Joia M. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director James T. Prokopanko	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Alison S. Rand	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director William C. Rhodes, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Lee J. Styslinger, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jose S. Suquet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director John M. Turner, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Timothy Vines	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.58 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its anti-discrimination policies.</i>						

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# Regions Financial Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/26/2024	Shares Confirmed 03/27/2024	16,192	16,192
<b>Total Shares:</b>						<b>16,192</b>	<b>16,192</b>

## AGNC Investment Corp.

<b>Meeting Date:</b> 04/18/2024	<b>Country:</b> USA	<b>Ticker:</b> AGNC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/23/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1831792	
<b>Primary Security ID:</b> 00123Q104	<b>Primary CUSIP:</b> 00123Q104	<b>Primary ISIN:</b> US00123Q1040	<b>Primary SEDOL:</b> BYYHJL8
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 5,706	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5,706	<b>Shares Voted:</b> 5,706

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna J. Blank	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Morris A. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Peter J. Federico	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John D. Fisk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Andrew A. Johnson, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Gary D. Kain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Prue B. Larocca	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Paul E. Mullings	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Frances R. Spark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; - High CEO pay in relation to company peer group CEO median pay levels.</i>							

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## AGNC Investment Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because only 8.75 percent of the fees paid to the auditor are for non-audit purposes.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 04/02/2024	5,706	5,706
<b>Total Shares:</b>						<b>5,706</b>	<b>5,706</b>

## AMN Healthcare Services, Inc.

<b>Meeting Date:</b> 04/19/2024	<b>Country:</b> USA	<b>Ticker:</b> AMN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/21/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1829812	
<b>Primary Security ID:</b> 001744101	<b>Primary CUSIP:</b> 001744101	<b>Primary ISIN:</b> US0017441017	<b>Primary SEDOL:</b> 2813552
<b>Votable Shares:</b> 1,578	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 1,578
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,578	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jorge A. Caballero	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mark G. Foletta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Teri G. Fontenot	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Cary Grace	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director R. Jeffrey Harris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Daphne E. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Sylvia Trent-Adams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Douglas D. Wheat	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

## AMN Healthcare Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.39 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Exculpate Certain Officers from Personal Liability	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/18/2024	Auto-Approved 03/20/2024	Shares Confirmed 03/21/2024	1,578	1,578
<b>Total Shares:</b>						<b>1,578</b>	<b>1,578</b>

## American Electric Power Company, Inc.

<b>Meeting Date:</b> 04/23/2024	<b>Country:</b> USA	<b>Ticker:</b> AEP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834090	
<b>Primary Security ID:</b> 025537101	<b>Primary CUSIP:</b> 025537101	<b>Primary ISIN:</b> US0255371017	<b>Primary SEDOL:</b> 2026242
<b>Votable Shares:</b> 113	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 113	<b>Shares Voted:</b> 113

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ben Fowke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Art A. Garcia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Hunter C. Gary	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Linda A. Goodspeed	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Donna A. James	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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# American Electric Power Company, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Sandra Lin, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>						
1.7	Elect Director Henry P. Linginfelter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Daryl Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Daniel G. Stoddard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Lewis Von Thaer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. The majority of compensation continues to be conditioned on objective performance metrics with clearly disclosed goals under both the annual and long-term incentive plans. However, monitoring of pay outcomes going forward may be warranted given the recent leadership change.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 04/03/2024	113	113
<b>Total Shares:</b>						<b>113</b>	<b>113</b>

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# Charter Communications, Inc.

<b>Meeting Date:</b> 04/23/2024	<b>Country:</b> USA	<b>Ticker:</b> CHTR	<b>Proxy Level:</b> 5
<b>Record Date:</b> 02/23/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834904	
<b>Primary Security ID:</b> 16119P108	<b>Primary CUSIP:</b> 16119P108	<b>Primary ISIN:</b> US16119P1084	<b>Primary SEDOL:</b> BZ6VT82
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 40	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 40	<b>Shares Voted:</b> 40

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eric L. Zinterhofer	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment.</i>						
1b	Elect Director W. Lance Conn	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment.</i>						
1c	Elect Director Kim C. Goodman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Gregory B. Maffei	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment.</i>						
1e	Elect Director John D. Markley, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director David C. Merritt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director James E. Meyer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Steven A. Miron	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment.</i>						
1i	Elect Director Balan Nair	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Michael A. Newhouse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mauricio Ramos	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment.</i>						

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# Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Carolyn J. Slaski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Christopher L. Winfrey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan permits liberal recycling of shares - The plan allows broad discretion to accelerate vesting</i>						
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.50 percent of the fees paid to the auditor are for non-audit purposes.</i>						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i>						
6	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's political contributions could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	40	40
			04/02/2024	04/02/2024	04/04/2024		
					<b>Total Shares:</b>	<b>40</b>	<b>40</b>

# Comerica Incorporated

<b>Meeting Date:</b> 04/23/2024	<b>Country:</b> USA	<b>Ticker:</b> CMA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/23/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832814	
<b>Primary Security ID:</b> 200340107	<b>Primary CUSIP:</b> 200340107	<b>Primary ISIN:</b> US2003401070	<b>Primary SEDOL:</b> 2212870

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 63

\*Shares on Loan: 0

Shares Instructed: 63

Shares Voted: 63

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arthur G. Angulo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Nancy Avila	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Roger A. Cregg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Curtis C. Farmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director M. Alan Gardner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Derek J. Kerr	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Richard G. Lindner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Jennifer H. Sampson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Barbara R. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Robert S. Taubman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Nina G. Vaca	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Michael G. Van De Ven	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.79 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Equity awards are largely performance-conditioned with disclosed targets and performance is measured over multi-year periods. Further, annual incentives were primarily based on pre-set financial metrics.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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# Comerica Incorporated

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/26/2024	Shares Confirmed 04/03/2024	63	63
<b>Total Shares:</b>						<b>63</b>	<b>63</b>

# Cousins Properties Incorporated

**Meeting Date:** 04/23/2024      **Country:** USA      **Ticker:** CUZ      **Proxy Level:** 3  
**Record Date:** 02/26/2024      **Meeting Type:** Annual      **Meeting ID:** 1834951  
**Primary Security ID:** 222795502      **Primary CUSIP:** 222795502      **Primary ISIN:** US2227955026      **Primary SEDOL:** BJPOMF6

**Total Ballots:** 1      **Voting Policy:** UUA  
**Votable Shares:** 847      **\*Shares on Loan:** 0      **Shares Instructed:** 847      **Shares Voted:** 847

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles T. Cannada	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Robert M. Chapman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director M. Colin Connolly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Scott W. Fordham	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Lillian C. Giornelli	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director R. Kent Griffin, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Donna W. Hyland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Dionne Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director R. Dary Stone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Cousins Properties Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned, and no significant concerns were identified at this time.</i>							
3	Ratify Deloitte & Touche, LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.36 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/02/2024	Auto-Approved 04/02/2024	Shares Confirmed 04/02/2024	847	847
<b>Total Shares:</b>						<b>847</b>	<b>847</b>

## Equitrans Midstream Corporation

<b>Meeting Date:</b> 04/23/2024	<b>Country:</b> USA	<b>Ticker:</b> ETRN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1829007	
<b>Primary Security ID:</b> 294600101	<b>Primary CUSIP:</b> 294600101	<b>Primary ISIN:</b> US2946001011	<b>Primary SEDOL:</b> BFMWBV6
<b>Votable Shares:</b> 1,877	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,877	<b>Shares Voted:</b> 1,877

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Sarah M. Barpoulis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Kenneth M. Burke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Diana M. Charletta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Thomas F. Karam	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director D. Mark Leland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Equitrans Midstream Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Norman J. Szydlowski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Robert F. Vagt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The CEO's pay more than doubled in FY23, largely driven by a sizable discretionary cash bonus. While the proxy notes the CEO's critical role during the MVP project setbacks, the magnitude of this bonus, which alone was more than the CEO's total compensation last year, and the lack of pre-set criteria remains concerning. Lastly, the committee also removed an expiration date on PSUs which had been previously awarded for similar project milestones. The removal of the expiration date effectively created another opportunity for NEOs to earn these performance awards, which is generally viewed as a poor practice.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Pennsylvania law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company,</i>							
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2024	Auto-Approved 04/04/2024	Shares Confirmed 04/05/2024	1,877	1,877
<b>Total Shares:</b>						<b>1,877</b>	<b>1,877</b>

# Lithia Motors, Inc.

<b>Meeting Date:</b> 04/23/2024	<b>Country:</b> USA	<b>Ticker:</b> LAD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/29/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832816	
<b>Primary Security ID:</b> 536797103	<b>Primary CUSIP:</b> 536797103	<b>Primary ISIN:</b> US5367971034	<b>Primary SEDOL:</b> 2515030
<b>Votable Shares:</b> 122	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 122	<b>Shares Voted:</b> 122

  

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sidney B. DeBoer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Lithia Motors, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Bryan B. DeBoer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James E. Lentz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Stacy C. Loretz-Congdon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Shauna F. McIntyre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Louis P. Miramontes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director David J. Robino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While there is some concern regarding the magnitude of the CEO's equity awards and the rigor of the relative revenue growth metric under the LTI program,</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 03/30/2024	122	122
<b>Total Shares:</b>						<b>122</b>	<b>122</b>

# MSCI Inc.

<b>Meeting Date:</b> 04/23/2024	<b>Country:</b> USA	<b>Ticker:</b> MSCI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/29/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834084	
<b>Primary Security ID:</b> 55354G100	<b>Primary CUSIP:</b> 55354G100	<b>Primary ISIN:</b> US55354G1004	<b>Primary SEDOL:</b> B2972D2
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 103	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 103	<b>Shares Voted:</b> 103

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Henry A. Fernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Robert G. Ashe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Chirantan "CJ" Desai	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Wayne Edmunds	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Robin Matlock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jacques P. Perold	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director C.D. Baer Pettit	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Sandy C. Rattray	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Linda H. Riefler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Marcus L. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Rajat Taneja	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Paula Volent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Despite the lack of forward-looking disclosure and use of annually set targets with respect to PSO metrics, the short-term incentive is primarily based on financial metrics, and the long-term incentive is entirely performance-based.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.4 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on "Chinese Military-Industry Companies" in Company Indices	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: see screen note</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/02/2024	Auto-Approved 04/02/2024	Shares Confirmed 04/03/2024	103	103
<b>Total Shares:</b>						<b>103</b>	<b>103</b>

Regal Rexnord Corporation

<b>Meeting Date:</b> 04/23/2024	<b>Country:</b> USA	<b>Ticker:</b> RRX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834116	
<b>Primary Security ID:</b> 758750103	<b>Primary CUSIP:</b> 758750103	<b>Primary ISIN:</b> US7587501039	<b>Primary SEDOL:</b> 2730082
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 789	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 789	<b>Shares Voted:</b> 789

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jan A. Bertsch	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1b	Elect Director Stephen M. Burt	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1c	Elect Director Anesa T. Chaibi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Theodore D. Crandall	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1e	Elect Director Michael P. Doss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael F. Hilton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Louis V. Pinkham	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Rakesh Sachdev	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Curtis W. Stoelting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Robin A. Walker-Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Regal Rexnord Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 26.08 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 03/30/2024	789	789
<b>Total Shares:</b>						<b>789</b>	<b>789</b>

## Truist Financial Corporation

<b>Meeting Date:</b> 04/23/2024	<b>Country:</b> USA	<b>Ticker:</b> TFC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832154	
<b>Primary Security ID:</b> 89832Q109	<b>Primary CUSIP:</b> 89832Q109	<b>Primary ISIN:</b> US89832Q1094	<b>Primary SEDOL:</b> BKP7287
<b>Votable Shares:</b> 9,720	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 9,720
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 9,720	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director K. David Boyer, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Agnes Bundy Scanlan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Dallas S. Clement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Patrick C. Graney, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Linnie M. Haynesworth	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Donna S. Morea	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Charles A. Patton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director William H. Rogers, Jr	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Thomas E. Skains	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Laurence Stein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Steven C. Voorhees	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.91 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. There is some concern surrounding the compensation arrangements and related disclosure of the CEO of TIH. Additionally, a relative LTI target goal is not particularly rigorous. However, the STI and LTI are sufficiently based on quantified, pre-set goals and below target payouts were aligned with company performance. Further, RSUs carry a relatively long vesting period, and the pending sale of TIH appears to address related pay program concerns.</i>						
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i>						
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2024	Auto-Approved 04/03/2024	Shares Confirmed 04/04/2024	9,496	9,496
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/03/2024	Auto-Approved 04/03/2024	Shares Confirmed 04/04/2024	224	224

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Ameriprise Financial, Inc.

Meeting Date: 04/24/2024 Country: USA Ticker: AMP Proxy Level: 3  
 Record Date: 02/26/2024 Meeting Type: Annual Meeting ID: 1835692  
 Primary Security ID: 03076C106 Primary CUSIP: 03076C106 Primary ISIN: US03076C1062 Primary SEDOL: B0J7D57

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 63 \*Shares on Loan: 0 Shares Instructed: 63 Shares Voted: 63

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James M. Cracchiolo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Robert F. Sharpe, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Dianne Neal Blixt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Amy DiGeso	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Armando Pimentel, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Brian T. Shea	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director W. Edward Walter, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Amend Certificate of Incorporation to Allow the Exculpation of Officers	Mgmt	Yes	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

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# Ameriprise Financial, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 03/30/2024	63	63
<b>Total Shares:</b>						<b>63</b>	<b>63</b>

# Aptiv PLC

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> Jersey	<b>Ticker:</b> APTV	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832442	
<b>Primary Security ID:</b> G6095L109	<b>Primary CUSIP:</b> G6095L109	<b>Primary ISIN:</b> JE00B783TY65	<b>Primary SEDOL:</b> B783TY6

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 1,152	<b>Shares Instructed:</b> 1,152
<b>*Shares on Loan:</b> 0	<b>Shares Voted:</b> 1,152

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin P. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1c	Elect Director Joseph L. (Jay) Hooley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1d	Elect Director Vasumati P. (Vasu) Jakkal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Merit E. Janow	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Sean O. Mahoney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Paul M. Meister	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Robert K. (Kelly) Ortberg	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1i	Elect Director Colin J. Parris	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1j	Elect Director Ana G. Pinczuk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 35.90 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i></p>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review. Although there were significant modifications to the STI plan for the year under review, STI awards were primarily based on pre-set, objective financial metrics and the negative discretion applied to the calculated payouts appears reasonable. There are also concerns raised with respect to the non-disclosure of forward-looking goals for performance equity awards. In this case, however, over a majority of the LTI is performance-conditioned and the prior cycle performance LTI awards were earned below target, commensurate with longer-term shareholder outcomes.</i></p>							
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/01/2024	Auto-Approved 04/01/2024	Shares Confirmed 04/02/2024	1,152	1,152
<b>Total Shares:</b>						<b>1,152</b>	<b>1,152</b>

**ASML Holding NV**

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> Netherlands	<b>Ticker:</b> ASML	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/27/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1831708	
<b>Primary Security ID:</b> N07059202	<b>Primary CUSIP:</b> N07059202	<b>Primary ISIN:</b> NL0010273215	<b>Primary SEDOL:</b> B929F46
<b>Total Ballots:</b> 1		<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 811	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 811	<b>Shares Voted:</b> 811

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt	No				
1	Open Meeting	Mgmt	No				
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt	No				
3a	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For

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# ASML Holding NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt	No				
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No				
3e	Approve Dividends	Mgmt	Yes	For	For	For	For
4a	Approve Discharge of Management Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>							
4b	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>							
5	Approve Number of Shares for Management Board	Mgmt	Yes	For	For	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt	No				
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt	No				
7a	Discuss Updated Profile of the Supervisory Board	Mgmt	No				
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates.</i>							
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates.</i>							
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates.</i>							
7e	Discuss Composition of the Supervisory Board	Mgmt	No				
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>							

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## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>							
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	Yes	For	For	For	For
11	Other Business (Non-Voting)	Mgmt	No				
12	Close Meeting	Mgmt	No				
<b>Ballot Details</b>							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 04/04/2024	Auto-Approved 04/04/2024	Shares Confirmed 04/05/2024	811	811
<b>Total Shares:</b>						<b>811</b>	<b>811</b>

## AutoNation, Inc.

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> AN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834591	
<b>Primary Security ID:</b> 05329W102	<b>Primary CUSIP:</b> 05329W102	<b>Primary ISIN:</b> US05329W1027	<b>Primary SEDOL:</b> 2732635
<b>Votable Shares:</b> 54	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 54	<b>Shares Voted:</b> 54

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rick L. Burdick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director David B. Edelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Robert R. Grusky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Norman K. Jenkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Lisa Lutloff-Perlo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael Manley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director G. Mike Mikan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jacqueline A. Travisano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
5	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The shareholder value transfer appears to be within a reasonable range; - The plan does not allow for repricing of stock options without prior shareholder approval; and - The equity burn rate is reasonable.</i>							
6	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's political contributions could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 03/30/2024	54	54
<b>Total Shares:</b>						<b>54</b>	<b>54</b>

**Ball Corporation**

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> BALL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1833881	
<b>Primary Security ID:</b> 058498106	<b>Primary CUSIP:</b> 058498106	<b>Primary ISIN:</b> US0584981064	<b>Primary SEDOL:</b> 2073022
<b>Votable Shares:</b> 2,173	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 2,173	<b>Shares Voted:</b> 2,173

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Bryant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Ball Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Michael J. Cave	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Daniel W. Fisher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Pedro Henrique Mariani	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Cathy D. Ross	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Betty J. Sapp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Stuart A. Taylor, II	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.27 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Annual incentives were based entirely on a pre-set financial goal and a majority of long-term incentives depend on performance over a multi-year period, with forward-looking targets disclosed.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	2,173	2,173
			03/26/2024	03/26/2024	04/10/2024		
<b>Total Shares:</b>						<b>2,173</b>	<b>2,173</b>

## Bank of America Corporation

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> BAC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832357	
<b>Primary Security ID:</b> 060505104	<b>Primary CUSIP:</b> 060505104	<b>Primary ISIN:</b> US0605051046	<b>Primary SEDOL:</b> 2295677
<b>Votable Shares:</b> 280	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 280	<b>Shares Voted:</b> 280

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jose (Joe) E. Almeida	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Pierre J.P. de Weck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Arnold W. Donald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Brian T. Moynihan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Lionel L. Nowell, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Denise L. Ramos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Clayton S. Rose	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST Chair of the Enterprise Risk Committee Clayton S. Rose are warranted given the concerns raised regarding the company's management and oversight of climate related risks. A vote FOR the remaining director nominees is warranted.</i>						
1k	Elect Director Michael D. White	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Thomas D. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Maria T. Zuber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.02 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.</i>						
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.</i>						
6	Report on Climate Lobbying	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.</i>						
7	Report on Clean Energy Supply Financing Ratio	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Measuring and disclosing this statistic will give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway.</i>						
8	Provide Right to Act by Written Consent	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>						
9	Require Independent Board Chair	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
10	Improve Executive Compensation Program and Policy	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as excessive pay disparities could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/09/2024	Auto-Approved 04/09/2024	Shares Confirmed 04/11/2024	280	280
<b>Total Shares:</b>						<b>280</b>	<b>280</b>

# BorgWarner Inc.

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> BWA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835365	
<b>Primary Security ID:</b> 099724106	<b>Primary CUSIP:</b> 099724106	<b>Primary ISIN:</b> US0997241064	<b>Primary SEDOL:</b> 2111955

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

**Total Ballots: 1**

**Voting Policy: UUA**

**Votable Shares: 1,722**

**\*Shares on Loan: 0**

**Shares Instructed: 1,722**

**Shares Voted: 1,722**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Sara A. Greenstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Michael S. Hanley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Frederic B. Lissalde	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Shaun E. McAlmont	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Deborah D. McWhinney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Alexis P. Michas	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1G	Elect Director Sailaja K. Shankar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Hau N. Thai-Tang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.1 percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/01/2024	Auto-Approved 04/01/2024	Shares Confirmed 04/02/2024	1,722	1,722
<b>Total Shares:</b>						<b>1,722</b>	<b>1,722</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> Ireland	<b>Ticker:</b> ETN	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 02/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835430	
<b>Primary Security ID:</b> G29183103	<b>Primary CUSIP:</b> G29183103	<b>Primary ISIN:</b> IE00B8KQN827	<b>Primary SEDOL:</b> B8KQN82
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,249	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,249	<b>Shares Voted:</b> 1,249

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Craig Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Silvio Napoli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Robert V. Pragada	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Lori J. Ryerkerk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Gerald B. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Dorothy C. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Darryl L. Wilson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Ernst & Young as Auditors and Authorize Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.99 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.</i>						
4	Authorize Issue of Equity with Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

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# Eaton Corporation plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							
6	Authorize Share Repurchase of Issued Share Capital	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because the proposed amount and duration are reasonable. Further, the board is using share buybacks to return value to shareholders and all shareholders may participate on equal terms.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/21/2024	Auto-Approved 03/25/2024	Shares Confirmed 03/26/2024	1,249	1,249
<b>Total Shares:</b>						<b>1,249</b>	<b>1,249</b>

# Entegris, Inc.

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> ENTG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836305	
<b>Primary Security ID:</b> 29362U104	<b>Primary CUSIP:</b> 29362U104	<b>Primary ISIN:</b> US29362U1043	<b>Primary SEDOL:</b> 2599700
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 3,971	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,971	<b>Shares Voted:</b> 3,971

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Rodney Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James F. Gentilcore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Yvette Kanouff	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director James P. Lederer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Bertrand Loy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director David Reeder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Entegris, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Azita Saleki-Gerhardt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.01 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 04/04/2024	3,971	3,971
<b>Total Shares:</b>						<b>3,971</b>	<b>3,971</b>

# Marathon Petroleum Corporation

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> MPC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834953	
<b>Primary Security ID:</b> 56585A102	<b>Primary CUSIP:</b> 56585A102	<b>Primary ISIN:</b> US56585A1025	<b>Primary SEDOL:</b> B3K3L40
<b>Votable Shares:</b> 962	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 962	<b>Shares Voted:</b> 962

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Alkhayyal	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Michael Hennigan and Abdulaziz Al Khayyal, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>							
1b	Elect Director Jonathan Z. Cohen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Michael J. Hennigan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent members of the committee responsible for climate risk oversight, Michael Hennigan and Abdulaziz Al Khayyal, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>							

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# Marathon Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Frank M. Semple	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incentive programs were largely performance-based, with clear disclosure of targets and payout formulas, and pay and performance were reasonably aligned for the year in review.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Amend Certificate of Incorporation to Provide for Officer Exculpation	Mgmt	Yes	For	For	For	For
6	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a declassified board would improve director accountability to shareholders.</i>							
7	Eliminate Supermajority Voting Provisions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction in supermajority requirements would improve shareholder rights.</i>							
8	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The reduction in vote requirements, including elimination of supermajority requirements and change to an "of cast" standard when permitted, would improve shareholder rights. In addition, approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure the proposal topic is implemented.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/29/2024	Auto-Approved 03/29/2024	Shares Confirmed 03/30/2024	832	832
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/29/2024	Auto-Approved 03/29/2024	Shares Confirmed 03/30/2024	130	130
<b>Total Shares:</b>						<b>962</b>	<b>962</b>

# Newmont Corporation

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> NEM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/27/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832447	
<b>Primary Security ID:</b> 651639106	<b>Primary CUSIP:</b> 651639106	<b>Primary ISIN:</b> US6516391066	<b>Primary SEDOL:</b> 2636607

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 2

Voting Policy: UUA

Votable Shares: 2,246

\*Shares on Loan: 0

Shares Instructed: 2,246

Shares Voted: 2,246

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Philip Aiken	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Gregory H. Boyce	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Bruce R. Brook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Maura J. Clark	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Emma FitzGerald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Sally-Anne Layman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Jose Manuel Madero	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Rene Medori	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Jane Nelson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Thomas R. Palmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Julio M. Quintana	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Susan N. Story	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The annual incentives were entirely based on corporate goals and the LTI program is predominantly performance based and utilizes multi-year measurement periods.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.43 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Newmont Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/04/2024	2,101	2,101
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/04/2024	145	145
<b>Total Shares:</b>						<b>2,246</b>	<b>2,246</b>

## Spirit AeroSystems Holdings, Inc.

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> SPR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1833056	
<b>Primary Security ID:</b> 848574109	<b>Primary CUSIP:</b> 848574109	<b>Primary ISIN:</b> US8485741099	<b>Primary SEDOL:</b> B1HMMS7
<b>Votable Shares:</b> 2,538	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,538	<b>Shares Voted:</b> 2,538

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen A. Cambone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jane P. Chappell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Irene M. Esteves	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William A. Fitzgerald	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Paul E. Fulchino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Robert D. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Ronald T. Kadish	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John L. Plueger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director James R. Ray, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Patrick M. Shanahan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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## Spirit AeroSystems Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Laura H. Wright	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2024	Auto-Approved 04/03/2024	Shares Confirmed 04/04/2024	2,538	2,538
<b>Total Shares:</b>						<b>2,538</b>	<b>2,538</b>

## The Cigna Group

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> CI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835694	
<b>Primary Security ID:</b> 125523100	<b>Primary CUSIP:</b> 125523100	<b>Primary ISIN:</b> US1255231003	<b>Primary SEDOL:</b> BHJ0775
<b>Votable Shares:</b> 987	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 987	<b>Shares Voted:</b> 987

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cordani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Eric J. Foss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Elder Granger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Neesha Hathi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director George Kurian	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director Philip O. Ozuah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Kimberly A. Ross	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Eric C. Wiseman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Donna F. Zarcone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.38 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right.</i>						
5	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.</i>						

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## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/10/2024	884	884
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/10/2024	103	103
<b>Total Shares:</b>						<b>987</b>	<b>987</b>

## The Goldman Sachs Group, Inc.

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> GS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835533	
<b>Primary Security ID:</b> 38141G104	<b>Primary CUSIP:</b> 38141G104	<b>Primary ISIN:</b> US38141G1040	<b>Primary SEDOL:</b> 2407966
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 25	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 25	<b>Shares Voted:</b> 25

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michele Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mark Flaherty	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Kimberley Harris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kevin Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Ellen Kullman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Lakshmi Mittal	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Thomas Montag	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Peter Oppenheimer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David Solomon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Jan Tighe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director David Viniar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The discretionary nature of incentive award determinations along with a lack of certain key disclosures continues to raise some concern. However, these concerns have not contributed to a quantitative pay-for-performance misalignment. Additionally, financial metrics considered under the scorecard assessment were largely consistent with the prior year and LTI awards are entirely based on clearly-disclosed multi-year goals. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and disclosures.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.05 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>						
6	Report on Efforts to Prevent Discrimination	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would further enhance shareholders' ability to assess the effectiveness of the company's efforts to prevent harassment and discrimination and how the company is managing associated risks.</i>						
7	Issue Environmental Justice Report	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would enhance shareholders' ability evaluate whether the company is adequately managing environmental justice related risks, as well as adequately track progress on these issues.</i>						
8	Report on Clean Energy Supply Financing Ratio	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR the resolution asking for the bank to publish its clean energy financing ratio is warranted as it will give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway, its fossil fuel policy, and actions regarding corporate responsibility.</i>						
9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on diversity and climate change-related issues, as well as providing a better understanding of the company's policy positions on such topics. Additional information regarding the potential risks of misalignment between the company's proxy voting policies and practices as well as the company's strategies for addressing those issues would further complement the company's commitments. .</i>						
10	Restrict spending on climate change-related analysis or actions	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company provides shareholders with sufficient information on how it assesses the costs and opportunities associated with its net zero goal.</i>						

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# The Goldman Sachs Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Report on Pay Equity	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The requested adjusted and unadjusted median pay gap statistics would allow shareholders to evaluate and measure the company's progress towards reducing pay inequities more fully and further strengthen the company's existing diversity initiatives.</i>							
12	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*	SH	No				
<b>Ballot Details</b>							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/10/2024	25	25
<b>Total Shares:</b>						<b>25</b>	<b>25</b>

# The New York Times Company

<b>Meeting Date:</b> 04/24/2024	<b>Country:</b> USA	<b>Ticker:</b> NYT	<b>Proxy Level:</b> 1
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1831798	
<b>Primary Security ID:</b> 650111107	<b>Primary CUSIP:</b> 650111107	<b>Primary ISIN:</b> US6501111073	<b>Primary SEDOL:</b> 2632003
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,553	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,553	<b>Shares Voted:</b> 1,553

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amanpal S. Bhutani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Manuel Bronstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Beth Brooke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Anuradha B. Subramanian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.68 percent of the fees paid to the auditor are for non-audit purposes.</i>							

<b>Ballot Details</b>							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2024	Auto-Approved 04/05/2024	Shares Confirmed 04/06/2024	1,553	1,553

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W.W. Grainger, Inc.

Meeting Date: 04/24/2024 Country: USA Ticker: GWW Proxy Level: 3  
 Record Date: 03/04/2024 Meeting Type: Annual Meeting ID: 1834595  
 Primary Security ID: 384802104 Primary CUSIP: 384802104 Primary ISIN: US3848021040 Primary SEDOL: 2380863

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 134 \*Shares on Loan: 0 Shares Instructed: 134 Shares Voted: 134

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director George S. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Katherine D. Jaspon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Christopher J. Klein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Stuart L. Levenick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director D.G. Macpherson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Cindy J. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Neil S. Novich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director E. Scott Santi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Susan Slavik Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Lucas E. Watson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Steven A. White	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## W.W. Grainger, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.39 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted regarding the lack of disclosure of forward-looking performance targets underlying the PSU awards, the majority of pay is conditioned on objective performance metrics, and CEO pay is aligned with company performance.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/13/2024	134	134
<b>Total Shares:</b>						<b>134</b>	<b>134</b>

## AGCO Corporation

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> AGCO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838735	
<b>Primary Security ID:</b> 001084102	<b>Primary CUSIP:</b> 001084102	<b>Primary ISIN:</b> US0010841023	<b>Primary SEDOL:</b> 2010278
<b>Votable Shares:</b> 722	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 722
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 722	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael C. Arnold	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sondra L. Barbour	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Suzanne P. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Bob De Lange	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Eric P. Hansotia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director George E. Minnich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## AGCO Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Niels Porksen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director David Sagehorn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Mallika Srinivasan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Matthew Tsien	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/29/2024	Auto-Approved 03/29/2024	Shares Confirmed 04/05/2024	722	722
<b>Total Shares:</b>						<b>722</b>	<b>722</b>

## Avery Dennison Corporation

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> AVY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832155	
<b>Primary Security ID:</b> 053611109	<b>Primary CUSIP:</b> 053611109	<b>Primary ISIN:</b> US0536111091	<b>Primary SEDOL:</b> 2066408
<b>Votable Shares:</b> 291	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 291	<b>Shares Voted:</b> 291

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradley A. Alford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mitchell R. Butier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Ken C. Hicks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Avery Dennison Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Andres A. Lopez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Maria Fernanda Mejia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Francesca Reverberi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Deon M. Stander	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director William R. Wagner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives are earned entirely on pre-set objective performance while regular annual equity grants are entirely performance-based.</i>							
3	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it would represent an enhancement to shareholder's rights.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.69 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 03/29/2024	291	291
<b>Total Shares:</b>						<b>291</b>	<b>291</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Brixmor Property Group Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> BRX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/09/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834952	
<b>Primary Security ID:</b> 11120U105	<b>Primary CUSIP:</b> 11120U105	<b>Primary ISIN:</b> US11120U1051	<b>Primary SEDOL:</b> BFTDJL8
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 3,460	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,460	<b>Shares Voted:</b> 3,460

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James M. Taylor, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Sheryl M. Crosland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Michael Berman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Julie Bowerman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Thomas W. Dickson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Daniel B. Hurwitz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Sandra A.J. Lawrence	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director William D. Rahm	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director JP Suarez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/26/2024	Shares Confirmed 04/05/2024	3,460	3,460
<b>Total Shares:</b>						<b>3,460</b>	<b>3,460</b>

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**Citizens Financial Group, Inc.**

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> CFG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832453	
<b>Primary Security ID:</b> 174610105	<b>Primary CUSIP:</b> 174610105	<b>Primary ISIN:</b> US1746101054	<b>Primary SEDOL:</b> BQRX1X3

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 163	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 163
	<b>Shares Voted:</b> 163

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce Van Saun	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Lee Alexander	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Tracy A. Atkinson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Christine M. Cumming	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Kevin J. Cummings	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director William P. Hankowsky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Robert G. Leary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Terrance J. Lillis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Michele N. Siekerka	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Christopher J. Swift	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Wendy A. Watson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Marita Zuraitis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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## Citizens Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The shareholder value transfer appears to be within a reasonable range; - The plan does not allow for repricing of stock options without prior shareholder approval; and - The equity burn rate is reasonable.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to an unmitigated pay-for-performance misalignment. Performance year pay was in directional alignment with declining company performance and the majority of LTI awards are based on multi-year performance. However, there are significant concerns regarding the impact of discretion in determining annual incentives for the year in review. Additionally, the proxy lacks key disclosures which are generally considered best practice, including pre-set weightings for metrics and considerations. These concerns are particularly heightened in a year in which a quantitative pay-for-performance misalignment is identified.</i></p>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is relatively conservative; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i></p>							
6	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.49 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2024	Auto-Approved 04/03/2024	Shares Confirmed 04/05/2024	163	163
<b>Total Shares:</b>						<b>163</b>	<b>163</b>

## Global Payments Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> GPN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834594	
<b>Primary Security ID:</b> 37940X102	<b>Primary CUSIP:</b> 37940X102	<b>Primary ISIN:</b> US37940X1028	<b>Primary SEDOL:</b> 2712013
<b>Votable Shares:</b> 196	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 196	<b>Shares Voted:</b> 196

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director F. Thaddeus Arroyo	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Robert H.B. Baldwin, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1c	Elect Director Cameron M. Bready	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director John G. Bruno	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Joia M. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Kirsten Kliphouse	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ruth Ann Marshall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Connie D. McDaniel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1i	Elect Director Joseph H. Osnoos	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director William B. Plummer	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1k	Elect Director John T. Turner	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1l	Elect Director M. Troy Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.61 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						

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## Global Payments Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For

*Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's political contributions could help shareholders more comprehensively evaluate the company's management of related risks and benefits.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	196	196
			04/03/2024	04/03/2024	04/04/2024		
<b>Total Shares:</b>						<b>196</b>	<b>196</b>

## Globe Life Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> GL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836017	
<b>Primary Security ID:</b> 37959E102	<b>Primary CUSIP:</b> 37959E102	<b>Primary ISIN:</b> US37959E1029	<b>Primary SEDOL:</b> BK6YKG1
<b>Votable Shares:</b> 169	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 169
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 169	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda L. Addison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Marilyn A. Alexander	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Cheryl D. Alston	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director James P. Brannen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Alice S. Cho	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director J. Matthew Darden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Steven P. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Globe Life Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director David A. Rodriguez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Frank M. Svoboda	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Mary E. Thigpen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 03/28/2024	Shares Confirmed 04/05/2024	169	169
<b>Total Shares:</b>						<b>169</b>	<b>169</b>

# Halozyne Therapeutics, Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> HALO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835679	
<b>Primary Security ID:</b> 40637H109	<b>Primary CUSIP:</b> 40637H109	<b>Primary ISIN:</b> US40637H1095	<b>Primary SEDOL:</b> 2975098
<b>Votable Shares:</b> 2,407	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,407	<b>Shares Voted:</b> 2,407

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Barbara Duncan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Mahesh Krishnan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

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## Halozyme Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/26/2024	Shares Confirmed 03/27/2024	2,407	2,407
<b>Total Shares:</b>						<b>2,407</b>	<b>2,407</b>

## J.B. Hunt Transport Services, Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> JBHT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1815431	
<b>Primary Security ID:</b> 445658107	<b>Primary CUSIP:</b> 445658107	<b>Primary ISIN:</b> US4456581077	<b>Primary SEDOL:</b> 2445416
<b>Votable Shares:</b> 1,013	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,013	<b>Shares Voted:</b> 1,013

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Francesca M. Edwardson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sharilyn S. Gasaway	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Thad (John B., III) Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Bryan Hunt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Persio Lisboa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Patrick Ottensmeyer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## J.B. Hunt Transport Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director John N. Roberts, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director James L. Robo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Shelley Simpson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Despite concerns regarding LTI program structure and disclosure and the predominance of operating income as a metric across both incentive programs, pay and performance were aligned for the year in review, and STI and LTI programs appear to be entirely formulaic and performance-based.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/26/2024	Shares Confirmed 04/05/2024	1,013	1,013
<b>Total Shares:</b>						<b>1,013</b>	<b>1,013</b>

## Johnson & Johnson

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> JNJ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/27/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1833883	
<b>Primary Security ID:</b> 478160104	<b>Primary CUSIP:</b> 478160104	<b>Primary ISIN:</b> US4781601046	<b>Primary SEDOL:</b> 2475833
<b>Votable Shares:</b> 3,348	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,348	<b>Shares Voted:</b> 3,348

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mary C. Beckerle	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director D. Scott Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jennifer A. Doudna	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Joaquin Duato	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Marillyn A. Hewson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Paula A. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Hubert Joly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Mark B. McClellan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Anne M. Mulcahy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mark A. Weinberger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1l	Elect Director Nadja Y. West	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Eugene A. Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time and the annual and long-term incentive programs are primarily performance based. The committee also provides details and its rationale behind the adjustments to the pay program in connection with the Kenvue separation, which are considered reasonable.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.21 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company appears to provide sufficient information for investors to be able to determine how the company is managing compensation and health benefits related risks.</i>						
5	Report on Impact of Extended Patent Exclusivities on Product Access	SH	No				

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*



# Johnson & Johnson

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2024	Auto-Approved 04/12/2024	Shares Confirmed 04/16/2024	3,348	3,348
<b>Total Shares:</b>						<b>3,348</b>	<b>3,348</b>

## NRG Energy, Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> NRG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835374	
<b>Primary Security ID:</b> 629377508	<b>Primary CUSIP:</b> 629377508	<b>Primary ISIN:</b> US6293775085	<b>Primary SEDOL:</b> 2212922

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 90	<b>*Shares on Loan:</b> 0
<b>Shares Instructed:</b> 90	<b>Shares Voted:</b> 90

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director E. Spencer Abraham	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Antonio Carrillo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Matthew Carter, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Lawrence S. Coben	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Heather Cox	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Heather Cox, is further warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>							
1f	Elect Director Elisabeth B. Donohue	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Marwan Fawaz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Kevin T. Howell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Paul W. Hobby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Alex Pourbaix	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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## NRG Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Alexandra Pruner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1l	Elect Director Anne C. Schaumburg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Marcie C. Zlotnik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, concerns are raised regarding problematic pay practices in an NEO's employment agreement. NEO Patel's employment agreement, which NRG assumed upon the acquisition of Vivint, provides for a guaranteed annual cash bonus and Patel may resign for any reason at the second anniversary of the acquisition and receive severance and equity acceleration. Further, investors are also advised to monitor the interim CEO's compensation, following the FY23 significant, entirely time-based, equity award.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.06 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/06/2024	Auto-Approved 04/06/2024	Shares Confirmed 04/09/2024	90	90
<b>Total Shares:</b>						<b>90</b>	<b>90</b>

## Pfizer Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> PFE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834676	
<b>Primary Security ID:</b> 717081103	<b>Primary CUSIP:</b> 717081103	<b>Primary ISIN:</b> US7170811035	<b>Primary SEDOL:</b> 2684703
	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 7,117	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 7,117	<b>Shares Voted:</b> 7,117

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Albert Bourla	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Scott Gottlieb	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Helen H. Hobbs	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Susan Hockfield	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Dan R. Littman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Shantanu Narayen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Suzanne Nora Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director James C. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.5 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concern exists regarding lower year-over-year annual incentive goals and the use of annually-set targets for long-term performance awards, CEO pay declined significantly in FY23, and annual and long-term incentives were sufficiently performance-based. In addition, the Compensation Committee exercised negative discretion so that no annual bonuses were earned when performance on financial goals was unmet, and closing cycle long-term performance awards did not vest, in line with underperforming TSR.</i>						
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						
6	Report on Congruency of Political Spending with Company Stated Values and Priorities	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i>						

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## Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Amend Director Resignation Processes *Withdrawn Resolution*	SH	No				
8	Report on Corporate Contributions	SH	Yes	Against	Against	Against	Against

*Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its corporate contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	6,951	6,951
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	166	166
<b>Total Shares:</b>						<b>7,117</b>	<b>7,117</b>

## Polaris Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> PII	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834121	
<b>Primary Security ID:</b> 731068102	<b>Primary CUSIP:</b> 731068102	<b>Primary ISIN:</b> US7310681025	<b>Primary SEDOL:</b> 2692933
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 239	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 239	<b>Shares Voted:</b> 239

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin M. Farr	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Darryl R. Jackson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Michael T. Speetzen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John P. Wiehoff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

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## Polaris Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because only 3.66 percent of the fees paid to the auditor are for non-audit purposes.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/25/2024	Auto-Approved 03/26/2024	Shares Confirmed 03/30/2024	239	239
<b>Total Shares:</b>						<b>239</b>	<b>239</b>

## Rambus Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> RMBS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1831796	
<b>Primary Security ID:</b> 750917106	<b>Primary CUSIP:</b> 750917106	<b>Primary ISIN:</b> US7509171069	<b>Primary SEDOL:</b> 2721967
<b>Votable Shares:</b> 2,540	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 2,540
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,540	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Kissner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director Meera Rao	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Necip Sayiner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1d	Elect Director Luc Seraphin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/22/2024	Auto-Approved 03/26/2024	Shares Confirmed 03/27/2024	2,540	2,540
<b>Total Shares:</b>						<b>2,540</b>	<b>2,540</b>

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

Saia, Inc.

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> SAIA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835999	
<b>Primary Security ID:</b> 78709Y105	<b>Primary CUSIP:</b> 78709Y105	<b>Primary ISIN:</b> US78709Y1055	<b>Primary SEDOL:</b> 2982399
<b>Votable Shares:</b> 293	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 293	<b>Shares Voted:</b> 293

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Di-Ann Eisnor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Donna E. Epps	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director John P. Gainor, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Kevin A. Henry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Frederick J. Holzgrefe, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Donald R. James	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Randolph W. Melville	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Richard D. O'Dell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Jeffrey C. Ward	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Susan F. Ward	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>						
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.*

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 03/27/2024	Auto-Approved 03/27/2024	Shares Confirmed 04/05/2024	293	293
<b>Total Shares:</b>						<b>293</b>	<b>293</b>

**Texas Instruments Incorporated**

<b>Meeting Date:</b> 04/25/2024	<b>Country:</b> USA	<b>Ticker:</b> TXN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1833179	
<b>Primary Security ID:</b> 882508104	<b>Primary CUSIP:</b> 882508104	<b>Primary ISIN:</b> US8825081040	<b>Primary SEDOL:</b> 2885409

<b>Votable Shares:</b> 395	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 395
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 395	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Todd M. Bluedorn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Janet F. Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Carrie S. Cox	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Martin S. Craighead	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Reginald DesRoches	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Curtis C. Farmer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jean M. Hobby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Haviv Ilan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Texas Instruments Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Ronald Kirk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Pamela H. Patsley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Robert E. Sanchez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Richard K. Templeton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company continues to grant annual incentive awards according to a non-formulaic subjective review of company performance, and the long-term incentive awards are entirely time-based, lacking any long-term performance conditions. Nevertheless, CEO pay and company performance remain reasonably aligned at this time.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 19.8 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 15 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right, and the likelihood of abuse is small.</i>							
6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: see screen note</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/02/2024	Auto-Approved 04/02/2024	Shares Confirmed 04/03/2024	395	395
<b>Total Shares:</b>						<b>395</b>	<b>395</b>

# Abbott Laboratories

<b>Meeting Date:</b> 04/26/2024	<b>Country:</b> USA	<b>Ticker:</b> ABT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835685	
<b>Primary Security ID:</b> 002824100	<b>Primary CUSIP:</b> 002824100	<b>Primary ISIN:</b> US0028241000	<b>Primary SEDOL:</b> 2002305

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Total Ballots: 2

Voting Policy: UUA

Votable Shares: 746

\*Shares on Loan: 0

Shares Instructed: 746

Shares Voted: 746

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Claire Babineaux-Fontenot	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Sally E. Blount	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Robert B. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Paola Gonzalez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Michelle A. Kumbier	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Darren W. McDew	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Nancy McKinstry	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Michael G. O'Grady	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Michael F. Roman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Daniel J. Starks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director John G. Stratton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 21.2 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.</i>						

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## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/27/2024	Shares Confirmed 04/06/2024	646	646
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 03/26/2024	Auto-Approved 03/27/2024	Shares Confirmed 04/06/2024	100	100
<b>Total Shares:</b>						<b>746</b>	<b>746</b>

## Corteva, Inc.

<b>Meeting Date:</b> 04/26/2024	<b>Country:</b> USA	<b>Ticker:</b> CTVA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835713	
<b>Primary Security ID:</b> 22052L104	<b>Primary CUSIP:</b> 22052L104	<b>Primary ISIN:</b> US22052L1044	<b>Primary SEDOL:</b> BK73B42
<b>Votable Shares:</b> 57	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 57
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 57	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Klaus A. Engel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director David C. Everitt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Janet P. Giesselman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Karen H. Grimes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Michael O. Johanns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Rebecca B. Liebert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Marcos M. Lutz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Charles V. Magro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Nayaki R. Nayyar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Corteva, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Gregory R. Page	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Kerry J. Preete	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Patrick J. Ward	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Support FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. In addition, annual incentives were entirely determined by pre-set objective metrics, and a majority of long-term incentives are performance conditioned and measured over a multi-year period.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.03 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing protections afforded to directors, providing protections to officers that would allow the company to attract and retain quality personnel without negatively impacting shareholder rights.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/03/2024	Auto-Approved 04/03/2024	Shares Confirmed 04/04/2024	57	57
<b>Total Shares:</b>						<b>57</b>	<b>57</b>

## Kirby Corporation

<b>Meeting Date:</b> 04/26/2024	<b>Country:</b> USA	<b>Ticker:</b> KEX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1831797	
<b>Primary Security ID:</b> 497266106	<b>Primary CUSIP:</b> 497266106	<b>Primary ISIN:</b> US4972661064	<b>Primary SEDOL:</b> 2493534
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 100	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Tanya S. Beder	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Barry E. Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# Kirby Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Susan W. Dio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.24 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. An NEO received a sizable cash payment upon her voluntary retirement. Further, pay-for-performance concerns are raised, including overlapping performance goals and targets in both incentive programs. While the committee plans to increase performance-based LTI to half of the program for FY24, two NEOs will continue to receive only time-vesting awards. In addition, FY23 awards were majority time-based for all NEOs. Lastly, there is a high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay levels.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/10/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# TechnipFMC plc

<b>Meeting Date:</b> 04/26/2024	<b>Country:</b> United Kingdom	<b>Ticker:</b> FTI	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835689	
<b>Primary Security ID:</b> G87110105	<b>Primary CUSIP:</b> G87110105	<b>Primary ISIN:</b> GB00BDSFG982	<b>Primary SEDOL:</b> BDSFG98
<b>Votable Shares:</b> 2,341	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,341	<b>Shares Voted:</b> 2,341

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas J. Pferdehirt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Claire S. Farley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Eleazar de Carvalho Filho	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Robert G. Gwin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director John O'Leary	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Margaretth Ovrum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kay G. Priestly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director John Yearwood	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Sophie Zurquiyah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Approve Directors' Remuneration Report	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. review of executive compensation practices (under Item 2). Accordingly, a vote FOR this proposal is warranted.</i>						
4	Approve Remuneration Policy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The remuneration policy is being submitted in accordance with U.K. regulation, where the company is incorporated. Although some features of the remuneration policy do not align with market practice for U.K.-listed companies, they are consistent with U.S. practice.</i>						
5	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.</i>						
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
7	Reappoint PricewaterhouseCoopers LLP as U.K. Statutory Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted as no significant concerns have been identified.</i>						
9	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as no particular concerns have been identified with this year's request or the company's past repurchase activity.</i>						
10	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.*

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	2,341	2,341
<b>Total Shares:</b>						<b>2,341</b>	<b>2,341</b>

**Zions Bancorporation, N.A.**

<b>Meeting Date:</b> 04/26/2024	<b>Country:</b> USA	<b>Ticker:</b> ZION	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834890	
<b>Primary Security ID:</b> 989701107	<b>Primary CUSIP:</b> 989701107	<b>Primary ISIN:</b> US9897011071	<b>Primary SEDOL:</b> 2989828
<b>Votable Shares:</b> 3,885	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 3,885
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,885	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Maria Contreras-Sweet	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1B	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1C	Elect Director Suren K. Gupta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Claire A. Huang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1E	Elect Director Vivian S. Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Scott J. McLean	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Edward F. Murphy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Stephen D. Quinn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Zions Bancorporation, N.A.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1I	Elect Director Harris H. Simmons	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1J	Elect Director Aaron B. Skonnard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1K	Elect Director Barbara A. Yastine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.0 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	3,885	3,885
<b>Total Shares:</b>						<b>3,885</b>	<b>3,885</b>

# Genuine Parts Company

<b>Meeting Date:</b> 04/29/2024	<b>Country:</b> USA	<b>Ticker:</b> GPC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/21/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1828408	
<b>Primary Security ID:</b> 372460105	<b>Primary CUSIP:</b> 372460105	<b>Primary ISIN:</b> US3724601055	<b>Primary SEDOL:</b> 2367480
<b>Votable Shares:</b> 1,193	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,193	<b>Shares Voted:</b> 1,193

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Elizabeth W. Camp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Genuine Parts Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Richard Cox, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Paul D. Donahue	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director P. Russell Hardin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director John R. Holder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Donna W. Hyland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director John D. Johns	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Jean-Jacques Lafont	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Robert C. "Robin" Loudermilk, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Wendy B. Needham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Juliette W. Pryor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Darren Rebelez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Charles K. Stevens, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Some concern is raised by the lack of forward-looking goal disclosure for the LTI program. However, the STI is entirely based on quantified performance goals, and the LTI program is predominantly performance based.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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# Genuine Parts Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because only 20.36 percent of the fees paid to the auditor are for non-audit purposes.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/21/2024	Auto-Approved 03/28/2024	Shares Confirmed 04/09/2024	1,193	1,193
<b>Total Shares:</b>						<b>1,193</b>	<b>1,193</b>

# Schneider National, Inc.

<b>Meeting Date:</b> 04/29/2024	<b>Country:</b> USA	<b>Ticker:</b> SNDR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835522	
<b>Primary Security ID:</b> 80689H102	<b>Primary CUSIP:</b> 80689H102	<b>Primary ISIN:</b> US80689H1023	<b>Primary SEDOL:</b> BYVN953
<b>Votable Shares:</b> 978	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 978	<b>Shares Voted:</b> 978

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary P. DePrey	Mgmt	Yes	For	Withhold	Withhold	Withhold

*Voting Policy Rationale: WITHHOLD votes are warranted for Robert (Rob) Knight Jr. and Kathleen Zimmermann for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Governance Committee chair John Swainson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Kathleen Zimmermann, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Kathleen Zimmermann and Mary DePrey as their ownership of the supervoting shares through the Schneider Voting Trust provides them with voting power control of the company.*

1.2	Elect Director Julie K. Streich	Mgmt	Yes	For	For	For	For
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*Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.*

1.3	Elect Director James R. Giertz	Mgmt	Yes	For	Withhold	Withhold	Withhold
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*Voting Policy Rationale: WITHHOLD votes are warranted for Robert (Rob) Knight Jr. and Kathleen Zimmermann for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Governance Committee chair John Swainson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Kathleen Zimmermann, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Kathleen Zimmermann and Mary DePrey as their ownership of the supervoting shares through the Schneider Voting Trust provides them with voting power control of the company.*

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Robert W. Grubbs	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Robert (Rob) Knight Jr. and Kathleen Zimmermann for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Governance Committee chair John Swainson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Kathleen Zimmermann, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Kathleen Zimmermann and Mary Deprey as their ownership of the supervoting shares through the Schneider Voting Trust provides them with voting power control of the company.</i></p>						
1.5	Elect Director Robert M. Knight, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for Robert (Rob) Knight Jr. and Kathleen Zimmermann for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Governance Committee chair John Swainson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Kathleen Zimmermann, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Kathleen Zimmermann and Mary Deprey as their ownership of the supervoting shares through the Schneider Voting Trust provides them with voting power control of the company.</i></p>						
1.6	Elect Director Mark B. Rourke	Mgmt	Yes	For	For	For	For
	<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>						
1.7	Elect Director Kathleen M. Zimmermann	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for Robert (Rob) Knight Jr. and Kathleen Zimmermann for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Governance Committee chair John Swainson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Kathleen Zimmermann, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Kathleen Zimmermann and Mary Deprey as their ownership of the supervoting shares through the Schneider Voting Trust provides them with voting power control of the company.</i></p>						
1.8	Elect Director Jyoti Chopra	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Robert (Rob) Knight Jr. and Kathleen Zimmermann for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Governance Committee chair John Swainson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Kathleen Zimmermann, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Kathleen Zimmermann and Mary Deprey as their ownership of the supervoting shares through the Schneider Voting Trust provides them with voting power control of the company.</i></p>						
1.9	Elect Director John A. Swainson	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Robert (Rob) Knight Jr. and Kathleen Zimmermann for serving as non-independent members of certain key board committees. WITHHOLD votes are warranted for Governance Committee chair John Swainson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. WITHHOLD votes are warranted for Governance Committee members Jyoti Chopra, James Giertz, Robert Grubbs, Robert (Rob) Knight Jr., Kathleen Zimmermann, and John Swainson given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. WITHHOLD votes are warranted for Kathleen Zimmermann and Mary Deprey as their ownership of the supervoting shares through the Schneider Voting Trust provides them with voting power control of the company.</i></p>						

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## Schneider National, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director James L. Welch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.01 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/27/2024	Auto-Approved 03/28/2024	Shares Confirmed 03/29/2024	978	978
<b>Total Shares:</b>						<b>978</b>	<b>978</b>

## BOK Financial Corporation

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> BOKF	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837620	
<b>Primary Security ID:</b> 05561Q201	<b>Primary CUSIP:</b> 05561Q201	<b>Primary ISIN:</b> US05561Q2012	<b>Primary SEDOL:</b> 2109091
<b>Votable Shares:</b> 333	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 333	<b>Shares Voted:</b> 333

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee attended less than 75% of the board and committee meetings. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joullian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i>							
1.2	Elect Director Steven Bangert	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Chester E. Cadieux, III	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joulilian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i></p>							
1.4	Elect Director John W. Coffey	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joulilian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i></p>							
1.5	Elect Director Joseph W. Craft, III	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee attended less than 75% of the board and committee meetings. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joulilian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i></p>							
1.6	Elect Director David F. Griffin	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>							
1.7	Elect Director E. Carey Joulilian, IV	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joulilian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i></p>							

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# BOK Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director George B. Kaiser	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joulilian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i></p>						
1.9	Elect Director Stacy C. Kymes	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joulilian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i></p>						
1.10	Elect Director Stanley A. Lybarger	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is non-independent and sits on a key committee. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joulilian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i></p>						
1.11	Elect Director Steven J. Malcolm	Mgmt	Yes	For	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>						
1.12	Elect Director Emmet C. Richards	Mgmt	Yes	For	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>						
1.13	Elect Director Claudia S. San Pedro	Mgmt	Yes	For	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>						
1.14	Elect Director Kayse M. Shrum	Mgmt	Yes	For	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>						

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## BOK Financial Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.15	Elect Director Peggy I. Simmons	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for non-independent director nominees George Kaiser, Stacy Kymes, Chester Cadieux III and Stanley Lybarger due to the company's lack of a formal nominating committee. WITHHOLD votes are warranted for George Kaiser, Chester Cadieux III and Stanley Lybarger for serving as non-independent members of a key board committee. WITHHOLD votes are warranted for Alan Armstrong and Joseph Craft III for failing to attend at least 75 percent of their total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for audit committee members John Coffey, Edward Carey Joullian IV, Stanley Lybarger, and Peggy Simmons for failing to effectively oversee risk for all shareholders given the significant pledging activity at the company, the lack of a rationale regarding such pledged position, and the lack of any pledging policies or plans to unwind the pledged shares.</i></p>							
1.16	Elect Director Michael C. Turpen	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>							
1.17	Elect Director Rose M. Washington-Jones	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Less than 30% of the board is diverse.</i></p>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.75 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/01/2024	Auto-Approved 04/01/2024	Shares Confirmed 04/17/2024	333	333
<b>Total Shares:</b>						<b>333</b>	<b>333</b>

## Constellation Energy Corporation

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> CEG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/06/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837199	
<b>Primary Security ID:</b> 21037T109	<b>Primary CUSIP:</b> 21037T109	<b>Primary ISIN:</b> US21037T1097	<b>Primary SEDOL:</b> BMH4FS1
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 53	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 53	<b>Shares Voted:</b> 53

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley M. Halverson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# Constellation Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Charles L. Harrington	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for the incumbent chair of the committee responsible for climate risk oversight, Charles (Chuck) Harrington, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Dhiaa M. Jamil	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Nneka Rimmer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. In addition, annual incentives were entirely determined by objective metrics with clearly disclosed performance targets and achieved results. Further, a majority of long-term incentives were performance conditioned and measured over a multi-year period.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.6 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/06/2024	Auto-Approved 04/06/2024	Shares Confirmed 04/09/2024	53	53
<b>Total Shares:</b>						<b>53</b>	<b>53</b>

# Equity LifeStyle Properties, Inc.

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> ELS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836496	
<b>Primary Security ID:</b> 29472R108	<b>Primary CUSIP:</b> 29472R108	<b>Primary ISIN:</b> US29472R1086	<b>Primary SEDOL:</b> 2563125
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 100	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andrew Berkenfield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Derrick Burks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Philip Calian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Equity LifeStyle Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director David Contis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Constance Freedman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Thomas Heneghan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Marguerite Nader	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Radhika Papandreou	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Scott Peppet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.6 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2024	Auto-Approved 04/11/2024	Shares Confirmed 04/06/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# Exelon Corporation

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> EXC	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837182	
<b>Primary Security ID:</b> 30161N101	<b>Primary CUSIP:</b> 30161N101	<b>Primary ISIN:</b> US30161N1019	<b>Primary SEDOL:</b> 2670519

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Total Ballots: 2

Voting Policy: UUA

Votable Shares: 2,628

\*Shares on Loan: 0

Shares Instructed: 2,628

Shares Voted: 2,628

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Paul Bowers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Linda P. Jojo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Charisse R. Lillie	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Anna Richo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Matthew Rogers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Bryan Segedi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director John Young	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, John Young, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments. There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.0 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Concerns are noted regarding the lack of disclosure of forward-looking PSU metrics and the adjustment of closing-cycle PSUs in connection with a spin-off. Nonetheless, pay and performance were aligned, the short-term incentive was based on pre-set operational and financial metrics, and the long-term incentive was predominantly performance-based.</i>						
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights despite restrictive language contained in the contingent bylaw amendment.</i>						

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# Exelon Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: Support FOR this proposal is warranted. The management proposal contains restrictions on special meeting timing and subject matter that shareholders may view as unnecessary. Should both proposals pass, an affirmative vote on the shareholder proposal will signal support for the removal of this restrictive language.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/06/2024	Auto-Approved 04/06/2024	Shares Confirmed 04/09/2024	2,468	2,468
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/06/2024	Auto-Approved 04/06/2024	Shares Confirmed 04/09/2024	160	160
<b>Total Shares:</b>						<b>2,628</b>	<b>2,628</b>

# International Business Machines Corporation

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> IBM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1832156	
<b>Primary Security ID:</b> 459200101	<b>Primary CUSIP:</b> 459200101	<b>Primary ISIN:</b> US4592001014	<b>Primary SEDOL:</b> 2005973
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 2,667	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,667	<b>Shares Voted:</b> 2,667

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne C. Brown	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Thomas Buberl	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director David N. Farr	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Michelle J. Howard	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1f	Elect Director Arvind Krishna	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1g	Elect Director Andrew N. Liveris	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# International Business Machines Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Frederick William McNabb, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Michael Miebach	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Martha E. Pollack	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Peter R. Voser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Frederick H. Waddell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.29 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance for the year under review and the majority of compensation is conditioned on objective financial performance metrics.</i>						
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>						
5	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: see screen note</i>						
6	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the threshold required to exercise written consent would enhance shareholder rights.</i>						
7	Report on Climate Lobbying	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: Support FOR the proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.</i>						
8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from the company's adoption of science-based targets including for scope 3 emissions.</i>						

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# International Business Machines Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2024	Auto-Approved 04/05/2024	Shares Confirmed 04/06/2024	2,667	2,667
<b>Total Shares:</b>						<b>2,667</b>	<b>2,667</b>

# Planet Fitness, Inc.

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> PLNT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837737	
<b>Primary Security ID:</b> 72703H101	<b>Primary CUSIP:</b> 72703H101	<b>Primary ISIN:</b> US72703H1014	<b>Primary SEDOL:</b> BYSFJV8
<b>Votable Shares:</b> 1,707	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 1,707
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,707	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bernard Acoca	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted governance committee member Bernard Acoca given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>							
1.2	Elect Director Frances Rathke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is both gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.14 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/01/2024	Auto-Approved 04/01/2024	Shares Confirmed 04/03/2024	1,707	1,707
<b>Total Shares:</b>						<b>1,707</b>	<b>1,707</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# The Williams Companies, Inc.

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> WMB	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/07/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837016	
<b>Primary Security ID:</b> 969457100	<b>Primary CUSIP:</b> 969457100	<b>Primary ISIN:</b> US9694571004	<b>Primary SEDOL:</b> 2967181
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 16,943	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 16,943	<b>Shares Voted:</b> 16,943

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alan S. Armstrong	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Stephen W. Bergstrom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Michael A. Creel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Stacey H. Dore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Carri A. Lockhart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Richard E. Muncrief	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Peter A. Ragauss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Rose M. Robeson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Scott D. Sheffield	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Murray D. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director William H. Spence	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Jesse J. Tyson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The STI program was predominantly based on pre-set financial metrics, and the LTI program was primarily performance-based with forward-looking goal disclosure and a multi-year measurement period.</i>						

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## The Williams Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.01 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
5	Publish Report Assessing Policy Options Related to Venting and Flaring - Withdrawn Resolution	SH	No				

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/06/2024	Auto-Approved 04/06/2024	Shares Confirmed 04/10/2024	16,943	16,943
<b>Total Shares:</b>						<b>16,943</b>	<b>16,943</b>

## VICI Properties Inc.

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> VICI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1834902	
<b>Primary Security ID:</b> 925652109	<b>Primary CUSIP:</b> 925652109	<b>Primary ISIN:</b> US9256521090	<b>Primary SEDOL:</b> BYWH073
<b>Votable Shares:</b> 3,244	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,244	<b>Shares Voted:</b> 3,244

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James R. Abrahamson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Diana F. Cantor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Monica H. Douglas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Elizabeth I. Holland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Craig Macnab	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## VICI Properties Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Edward B. Pitoniak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Michael D. Rumbolz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/12/2024	3,244	3,244
<b>Total Shares:</b>						<b>3,244</b>	<b>3,244</b>

## Wells Fargo & Company

<b>Meeting Date:</b> 04/30/2024	<b>Country:</b> USA	<b>Ticker:</b> WFC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836307	
<b>Primary Security ID:</b> 949746101	<b>Primary CUSIP:</b> 949746101	<b>Primary ISIN:</b> US9497461015	<b>Primary SEDOL:</b> 2649100
<b>Votable Shares:</b> 115	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 115	<b>Shares Voted:</b> 115

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	Yes	For	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>							
1b	Elect Director Mark A. Chancy	Mgmt	Yes	For	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Celeste A. Clark	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal. Further concern regarding Governance Committee members Clark, Craven, Sargent, and Hewett is warranted given the board's partial responsiveness to last year's majority-supported shareholder proposal related to simple majority voting.</i>						
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal. Further concern regarding Governance Committee members Clark, Craver, Sargent, and Hewett is warranted given the board's partial responsiveness to last year's majority-supported shareholder proposal related to simple majority voting.</i>						
1e	Elect Director Richard K. Davis	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>						
1f	Elect Director Fabian T. Garcia	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>						
1g	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal. Further concern regarding Governance Committee members Clark, Craven, Sargent, and Hewett is warranted given the board's partial responsiveness to last year's majority-supported shareholder proposal related to simple majority voting.</i>						
1h	Elect Director CeCelia G. Morken	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>						
1i	Elect Director Maria R. Morris	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>						
1j	Elect Director Felicia F. Norwood	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>						
1k	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal. Further concern regarding Governance Committee members Clark, Craven, Sargent, and Hewett is warranted given the board's partial responsiveness to last year's majority-supported shareholder proposal related to simple majority voting.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Charles W. Scharf	Mgmt	Yes	For	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>						
1m	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST all director nominees is warranted due to the allegations and legal risks the company faces with respect to its prevention of workplace harassment and discrimination in tandem with its failure to provide sufficient responsiveness to a related majority-supported shareholder proposal.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While some concerns are raised regarding the discretionary nature of incentive award determinations and the absence of certain shareholder-friendly disclosures, these issues have not resulted in a quantitative pay-for-performance misalignment. Additionally, financial metrics considered were largely consistent with the prior year and LTI awards were majority performance-conditioned based on clearly-disclosed multi-year goals. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and disclosures.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.7 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Opt Out of Section 203 of the Delaware General Corporation Law	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR both proposals is warranted as opting out of an anti-takeover provision and removing supermajority requirements would improve shareholder rights.</i>						
5	Eliminate Supermajority Vote Requirement to Amend the Local Directors Provision	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR both proposals is warranted as opting out of an anti-takeover provision and removing supermajority requirements would improve shareholder rights.</i>						
6	Report on Prevention of Workplace Harassment and Discrimination	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as the increased transparency would help shareholders assess how the company is managing associated risks and current practices.</i>						
7	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from an assessment of the company's respect for its employees' right to freedom of association and collective bargaining.</i>						
8	Report on Respecting Indigenous Peoples' Rights	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around indigenous peoples' rights in project-related financing and clients' activities, for existing and future business.</i>						

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# Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
9	Issue Audited Report on Climate Transition Policies	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company appears to provide sufficient disclosure around the risks and opportunities associated with its policies and practices related to the energy transition.</i>							
10	Report on Climate Lobbying	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with its climate goals.</i>							
11	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>							
12	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the company's lobbying activities.</i>							
13	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	115	115
<b>Total Shares:</b>						<b>115</b>	<b>115</b>

# AptarGroup, Inc.

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> USA	<b>Ticker:</b> ATR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838030	
<b>Primary Security ID:</b> 038336103	<b>Primary CUSIP:</b> 038336103	<b>Primary ISIN:</b> US0383361039	<b>Primary SEDOL:</b> 2045247
<b>Votable Shares:</b> 3,053	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 3,053	<b>Shares Voted:</b> 3,053

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sarah Glickman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Matt Trerotola	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## AptarGroup, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Ralf K. Wunderlich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing protections afforded to directors, providing protections to officers that would allow the company to attract and retain quality personnel without negatively impacting shareholder rights.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.76 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2024	Auto-Approved 04/05/2024	Shares Confirmed 04/06/2024	3,053	3,053
<b>Total Shares:</b>						<b>3,053</b>	<b>3,053</b>

## Brunswick Corporation

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> USA	<b>Ticker:</b> BC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837012	
<b>Primary Security ID:</b> 117043109	<b>Primary CUSIP:</b> 117043109	<b>Primary ISIN:</b> US1170431092	<b>Primary SEDOL:</b> 2149309
<b>Votable Shares:</b> 215	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 215	<b>Shares Voted:</b> 215

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nancy E. Cooper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director David C. Everitt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Reginald Fils-Aime	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Brunswick Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lauren P. Flaherty	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director David M. Foulkes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Joseph W. McClanathan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director David V. Singer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director J. Steven Whisler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Roger J. Wood	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director MaryAnn Wright	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.1 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/01/2024	Auto-Approved 04/01/2024	Shares Confirmed 04/02/2024	215	215
<b>Total Shares:</b>						<b>215</b>	<b>215</b>

# Cognex Corporation

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> USA	<b>Ticker:</b> CGNX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835387	
<b>Primary Security ID:</b> 192422103	<b>Primary CUSIP:</b> 192422103	<b>Primary ISIN:</b> US1924221039	<b>Primary SEDOL:</b> 2208288

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Cognex Corporation

**Total Ballots:** 1

**Voting Policy:** UUA

**Votable Shares:** 3,037

**\*Shares on Loan:** 0

**Shares Instructed:** 3,037

**Shares Voted:** 3,037

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sachin Lawande	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Marjorie T. Sennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Though the annual bonus payout was reasonable for the year in review, the program has a potential for payments significantly above target. These potential above-target payments also appear to be based solely on the compensation committee's discretion. Further, though the performance criterion in the annual equity program is rigorous and is measured over a multi-year period, a significant majority of the annual equity grant does not utilize pre-set performance criteria.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	3,037	3,037
<b>Total Shares:</b>						<b>3,037</b>	<b>3,037</b>

# Eversource Energy

**Meeting Date:** 05/01/2024

**Country:** USA

**Ticker:** ES

**Proxy Level:** 3

**Record Date:** 03/05/2024

**Meeting Type:** Annual

**Meeting ID:** 1838317

**Primary Security ID:** 30040W108

**Primary CUSIP:** 30040W108

**Primary ISIN:** US30040W1080

**Primary SEDOL:** BVVN4Q8

**Total Ballots:** 1

**Voting Policy:** UUA

**Votable Shares:** 6,595

**\*Shares on Loan:** 0

**Shares Instructed:** 6,595

**Shares Voted:** 6,595

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cotton M. Cleveland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Linda Dorcena Forry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Gregory M. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Eversource Energy

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Loretta D. Keane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director John Y. Kim	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director David H. Long	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Joseph R. Nolan, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Daniel J. Nova	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Frederica M. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The year-over-year growth in reported CEO pay was primarily due to an increase in the value of his pension benefits. Annual incentives were primarily determined by pre-set financial and operational metrics and below-target payouts appear in-line with recent company performance. In addition, LTI awards were primarily performance-based and utilized a multi-year performance period.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Adopt Simple Majority Vote	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	6,595	6,595
<b>Total Shares:</b>						<b>6,595</b>	<b>6,595</b>

# Janus Henderson Group Plc

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> Jersey	<b>Ticker:</b> JHG	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838050	
<b>Primary Security ID:</b> G4474Y214	<b>Primary CUSIP:</b> G4474Y214	<b>Primary ISIN:</b> JE00BYPZJM29	<b>Primary SEDOL:</b> BYPZJQ6

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,832

\*Shares on Loan: 0

Shares Instructed: 1,832

Shares Voted: 1,832

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Baldwin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director John Cassaday	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Kalpana Desai	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Ali Dibadj	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Kevin Dolan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Eugene Flood, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Josh Frank	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Alison Quirk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Leslie F. Seidman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Angela Seymour-Jackson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.11	Elect Director Anne Sheehan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed amount and duration are within reasonable limits.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.6 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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# Janus Henderson Group Plc

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2024	Auto-Approved 04/05/2024	Shares Confirmed 04/11/2024	1,832	1,832
<b>Total Shares:</b>						<b>1,832</b>	<b>1,832</b>

## PepsiCo, Inc.

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> USA	<b>Ticker:</b> PEP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838330	
<b>Primary Security ID:</b> 713448108	<b>Primary CUSIP:</b> 713448108	<b>Primary ISIN:</b> US7134481081	<b>Primary SEDOL:</b> 2681511

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 100	<b>Shares Instructed:</b> 100
<b>*Shares on Loan:</b> 0	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jennifer Bailey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Ian Cook	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Edith W. Cooper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Susan M. Diamond	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Michelle Gass	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Ramon L. Laguarta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Dave J. Lewis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director David C. Page	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Robert C. Pohlad	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Daniel Vasella	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1n	Elect Director Darren Walker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director Alberto Weisser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though shareholders would benefit from improved disclosure surrounding the annual incentive.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: This proposal is considered overly prescriptive given that NEOs do not have problematic severance arrangements, the company has implemented adequate safeguards, and there are no recent severance-related controversies. As such, a vote AGAINST this proposal is warranted.</i>						
6	Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company appears to provide competitive healthcare benefits and there is no evidence that the company is offering health care in a discriminatory manner.</i>						
7	Amend Bylaws to Adopt a Director Election Resignation	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at Pepsi that suggest the proponent's more-stringent director resignation policy is necessary at this time.</i>						
8	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as additional disclosures would benefit shareholders by increasing transparency regarding the company's efforts to address the risks related the use of non-sugar sweeteners. Further, the request would provide greater assurance to shareholders that the company s initiatives and practices guard against possible risks to the firm.</i>						
9	Report on Risks Related to Biodiversity and Nature Loss	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as further disclosures would help shareholders assess how the company is managing related risks associated with biodiversity loss as well as adequately track progress on these issues.</i>						
10	Report on Third-Party Racial Equity Audit	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure could help shareholders assess the impacts of the company's policies and practices on racial and ethnic minority communities.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.</i>							
12	Issue Transparency Report on Global Public Policy and Political Influence	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased global transparency and disclosure around its memberships in political organizations and lobbying expenditures, as well as the company's its management- and board-level oversight of spending would help shareholders evaluate the company's management of related risks and benefits.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2024	Auto-Approved 04/12/2024	Shares Confirmed 04/16/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

**Pool Corporation**

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> USA	<b>Ticker:</b> POOL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/14/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841206	
<b>Primary Security ID:</b> 73278L105	<b>Primary CUSIP:</b> 73278L105	<b>Primary ISIN:</b> US73278L1052	<b>Primary SEDOL:</b> 2781585
<b>Votable Shares:</b> 78	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 78
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 78	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter D. Arvan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Martha "Marty" S. Gervasi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James "Jim" D. Hope	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Debra S. Oler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Manuel J. Perez de la Mesa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Carlos A. Sabater	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Pool Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John E. Stokely	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David G. Whalen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned with performance for the year under review. That being said, there are concerns regarding the goal rigor of some performance equity grants, though the LTI is entirely performance-contingent with forward-looking goal disclosure and multi-year performance periods. Additionally, the STI is predominantly based on pre-set financial metrics.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2024	Auto-Approved 04/03/2024	Shares Confirmed 04/05/2024	78	78
<b>Total Shares:</b>						<b>78</b>	<b>78</b>

## Regency Centers Corporation

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> USA	<b>Ticker:</b> REG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837015	
<b>Primary Security ID:</b> 758849103	<b>Primary CUSIP:</b> 758849103	<b>Primary ISIN:</b> US7588491032	<b>Primary SEDOL:</b> 2726177
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 4,059	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,059	<b>Shares Voted:</b> 4,059

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Martin E. Stein, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Bryce Blair	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director C. Ronald Blankenship	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kristin A. Campbell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# Regency Centers Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Deirdre J. Evens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Thomas W. Furphy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Karin M. Klein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Peter D. Linneman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director David P. O'Connor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Lisa Palmer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director James H. Simmons, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although PSUs target merely median performance with no cap in the event of negative absolute TSR, the STI program is primarily based on a pre-set financial metric and the LTI program is predominantly performance-based.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.21 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/28/2024	Auto-Approved 04/01/2024	Shares Confirmed 04/02/2024	4,059	4,059
<b>Total Shares:</b>						<b>4,059</b>	<b>4,059</b>

## S&P Global Inc.

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> USA	<b>Ticker:</b> SPGI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836536	
<b>Primary Security ID:</b> 78409V104	<b>Primary CUSIP:</b> 78409V104	<b>Primary ISIN:</b> US78409V1044	<b>Primary SEDOL:</b> BYV2325

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,118

\*Shares on Loan: 0

Shares Instructed: 1,118

Shares Voted: 1,118

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Jacques Esculier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Gay Huey Evans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director William D. Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Stephanie C. Hill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Rebecca Jacoby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Robert P. Kelly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Ian P. Livingston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Maria R. Morris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Douglas L. Peterson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Richard E. Thornburgh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Gregory Washington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were approximately half based on pre-set financial metrics and equity awards are primarily performance-conditioned with a multi-year performance period and pre-set targets.</i>						
3	Amend Deferred Compensation Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on an analysis of the plan amendment, a vote FOR this proposal is warranted.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.20 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/11/2024	1,118	1,118
<b>Total Shares:</b>						<b>1,118</b>	<b>1,118</b>

The Coca-Cola Company

<b>Meeting Date:</b> 05/01/2024	<b>Country:</b> USA	<b>Ticker:</b> KO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836151	
<b>Primary Security ID:</b> 191216100	<b>Primary CUSIP:</b> 191216100	<b>Primary ISIN:</b> US1912161007	<b>Primary SEDOL:</b> 2206657
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 1,306	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,306	<b>Shares Voted:</b> 1,306

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Marc Bolland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Ana Botin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.5	Elect Director Barry Diller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director Carolyn Everson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director Helene D. Gayle	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.8	Elect Director Thomas S. Gayner	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST Thomas (Tom) Gayner is warranted for serving on more than three public boards while serving as a CEO of an outside company.</i>							
1.9	Elect Director Alexis M. Herman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Maria Elena Lagomasino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# The Coca-Cola Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Amity Millhiser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director James Quincey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Caroline J. Tsay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director David B. Weinberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers. - High CEO pay in relation to company peer group CEO median pay levels.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the plan is broad-based, provides for a reasonable employer contribution, and has reasonable limits on employee contributions.</i>						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.60 percent of the fees paid to the auditor are for non-audit purposes.</i>						
6	Report on Risks Created by the Company's Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.</i>						
7	Issue Third Party Assessment of Safety of Non-Sugar Sweeteners	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure would help shareholders better understand the effectiveness of the company's programs to assess and mitigate potential health harms associated with the use of non-sugar sweeteners.</i>						
8	Report on Risks Caused by the Decline in the Quality of Accessible Medical Care	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks or costs to the company and its employees associated with the decline in the quality of their accessible medical care, and the company's strategy to ameliorate these harms, would allow shareholders to assess how the company is managing such risks.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2024	Auto-Approved 04/12/2024	Shares Confirmed 04/16/2024	1,306	1,306

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Boston Scientific Corporation

Meeting Date: 05/02/2024 Country: USA Ticker: BSX Proxy Level: 3  
 Record Date: 03/08/2024 Meeting Type: Annual Meeting ID: 1837193  
 Primary Security ID: 101137107 Primary CUSIP: 101137107 Primary ISIN: US1011371077 Primary SEDOL: 2113434

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 1,201 \*Shares on Loan: 0 Shares Instructed: 1,201 Shares Voted: 1,201

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Yoshiaki Fujimori	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Edward J. Ludwig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jessica L. Mega	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Susan E. Morano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director John E. Sununu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director David S. Wichmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. The STI plan was primarily based on pre-set financial goals, while the LTI targeted half of the annual equity awards to be performance-conditioned and measured over a multi-year period.</i>							
3	Amend Advance Notice Provisions	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed time frame for submission of director nominations or other proposals is considered reasonable and consistent with the newly adopted SEC universal proxy rules.</i>							

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## Boston Scientific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2024	Auto-Approved 04/04/2024	Shares Confirmed 04/05/2024	1,201	1,201
<b>Total Shares:</b>						<b>1,201</b>	<b>1,201</b>

## Cadence Design Systems, Inc.

<b>Meeting Date:</b> 05/02/2024	<b>Country:</b> USA	<b>Ticker:</b> CDNS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837727	
<b>Primary Security ID:</b> 127387108	<b>Primary CUSIP:</b> 127387108	<b>Primary ISIN:</b> US1273871087	<b>Primary SEDOL:</b> 2302232
<b>Votable Shares:</b> 384	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 384	<b>Shares Voted:</b> 384

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark W. Adams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Ita Brennan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Lewis Chew	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Anirudh Devgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director ML Krakauer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Julia Liuson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director James D. Plummer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Alberto Sangiovanni-Vincentelli	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.9	Elect Director Young K. Sohn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Cadence Design Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the number of shares reserved is relatively conservative, and the offering period is within the prescribed limits set by Section 423 of the internal Revenue Code.</i></p>							
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company</i></p>							
4	Amend Charter to Add Restrictions on Shareholder Action by Written Consent	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The proposal seeks to place a 25 percent ownership requirement to initiate shareholder action by written consent into the company's charter. This represents a restriction on shareholder rights. The company has not provided a reasonable rationale as to why the ownership threshold should be at such a relatively high level.</i></p>							
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. Certain structural concerns in the incentive pay programs are still present, including the degree of committee discretion regarding STI awards and the lack of performance-based equity awards in FY23. The STI program's quantitative metrics do appear rigorous, and most of the targets were set above the prior year's results. Though pay and performance were reasonably aligned for the year in review, continued monitoring of these structural issues is warranted.</i></p>							
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.7 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
7	Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to the company's other current executive severance arrangements.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2024	Auto-Approved 04/05/2024	Shares Confirmed 04/12/2024	384	384
<b>Total Shares:</b>						<b>384</b>	<b>384</b>

# Church & Dwight Co., Inc.

<b>Meeting Date:</b> 05/02/2024	<b>Country:</b> USA	<b>Ticker:</b> CHD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/06/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838339	
<b>Primary Security ID:</b> 171340102	<b>Primary CUSIP:</b> 171340102	<b>Primary ISIN:</b> US1713401024	<b>Primary SEDOL:</b> 2195841

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

**Total Ballots: 1**

**Voting Policy: UUA**

**Votable Shares: 1,975**

**\*Shares on Loan: 0**

**Shares Instructed: 1,975**

**Shares Voted: 1,975**

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bradlen S. Cashaw	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Matthew T. Farrell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Bradley C. Irwin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Penry W. Price	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Susan G. Saideman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Ravichandra K. Saligram	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Robert K. Shearer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Janet S. Vergis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Arthur B. Winkleblack	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Laurie J. Yoler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The company has introduced PSUs to the FY23 equity plan, addressing the concern that LTI was entirely time-based.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.29 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

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# Church & Dwight Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Political Contributions and Expenditures	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct and indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/10/2024	1,975	1,975
<b>Total Shares:</b>						<b>1,975</b>	<b>1,975</b>

# Corning Incorporated

<b>Meeting Date:</b> 05/02/2024	<b>Country:</b> USA	<b>Ticker:</b> GLW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838038	
<b>Primary Security ID:</b> 219350105	<b>Primary CUSIP:</b> 219350105	<b>Primary ISIN:</b> US2193501051	<b>Primary SEDOL:</b> 2224701
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 124	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 124	<b>Shares Voted:</b> 124

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Stephanie A. Burns	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Robert F. Cummings, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1f	Elect Director Thomas D. French	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1g	Elect Director Deborah A. Henretta	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1h	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Corning Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Kurt M. Landgraf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Kevin J. Martin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Deborah D. Rieman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Hansel E. Tookes, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1n	Elect Director Mark S. Wrighton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; - The company maintains a modified single trigger change-in-control agreement provision; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	124	124
<b>Total Shares:</b>						<b>124</b>	<b>124</b>

# Crown Holdings, Inc.

<b>Meeting Date:</b> 05/02/2024	<b>Country:</b> USA	<b>Ticker:</b> CCK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838883	
<b>Primary Security ID:</b> 228368106	<b>Primary CUSIP:</b> 228368106	<b>Primary ISIN:</b> US2283681060	<b>Primary SEDOL:</b> 2427986
<b>Votable Shares:</b> 2,271	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,271	<b>Shares Voted:</b> 2,271

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy J. Donahue	Mgmt	Yes	For	For	For	For

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Richard H. Fearon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Andrea J. Funk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Stephen J. Hagge	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director James H. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director B. Craig Owens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Angela M. Snyder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Caesar F. Sweitzer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Marsha C. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Dwayne A. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.30 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Establish Range For Board Size	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed change does not appear motivated by a desire to entrench management.</i>						
5	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's political contributions could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Crown Holdings, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	2,271	2,271
<b>Total Shares:</b>						<b>2,271</b>	<b>2,271</b>

# Genpact Limited

<b>Meeting Date:</b> 05/02/2024	<b>Country:</b> Bermuda	<b>Ticker:</b> G	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837052	
<b>Primary Security ID:</b> G3922B107	<b>Primary CUSIP:</b> G3922B107	<b>Primary ISIN:</b> BMG3922B1072	<b>Primary SEDOL:</b> B23DBK6

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 1,585	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 1,585
	<b>Shares Voted:</b> 1,585

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Balkrishan "BK" Kalra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director James Madden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Ajay Agrawal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Laura Conigliaro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Tamara Franklin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Carol Lindstrom	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director CeCelia Morken	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Brian Stevens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Mark Verdi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Genpact Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG Assurance and Consulting Services LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.8 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/16/2024	Auto-Approved 04/16/2024	Shares Confirmed 04/12/2024	1,585	1,585
<b>Total Shares:</b>						<b>1,585</b>	<b>1,585</b>

# Hexcel Corporation

<b>Meeting Date:</b> 05/02/2024	<b>Country:</b> USA	<b>Ticker:</b> HXL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837717	
<b>Primary Security ID:</b> 428291108	<b>Primary CUSIP:</b> 428291108	<b>Primary ISIN:</b> US4282911084	<b>Primary SEDOL:</b> 2416779
<b>Votable Shares:</b> 962	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 962
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 962	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nick L. Stange	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1b	Elect Director Jeffrey C. Campbell	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1c	Elect Director James J. Cannon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1d	Elect Director Cynthia M. Egnotovich	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1e	Elect Director Thomas A. Gendron	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1f	Elect Director Guy C. Hachey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							

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## Hexcel Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Patricia A. Hubbard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1h	Elect Director Catherine A. Suever	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.80 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/27/2024	Auto-Approved 04/02/2024	Shares Confirmed 04/03/2024	962	962
<b>Total Shares:</b>						<b>962</b>	<b>962</b>

## United Parcel Service, Inc.

<b>Meeting Date:</b> 05/02/2024	<b>Country:</b> USA	<b>Ticker:</b> UPS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836353	
<b>Primary Security ID:</b> 911312106	<b>Primary CUSIP:</b> 911312106	<b>Primary ISIN:</b> US9113121068	<b>Primary SEDOL:</b> 2517382
<b>Votable Shares:</b> 816	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 816	<b>Shares Voted:</b> 816

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol Tome	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Rodney Adkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Eva Boratto	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Michael Burns	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Wayne Hewett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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# United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Angela Hwang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kate Johnson	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>						
1h	Elect Director William Johnson	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>						
1i	Elect Director Franck Moison	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>						
1j	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Russell Stokes	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>						
1l	Elect Director Kevin Warsh	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee members William Johnson, Kathleen Johnson, Franck Moison, Russell Stokes, and Kevin Warsh is warranted given the problematic capital structure that negatively impacts shareholder rights.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concern is raised given that performance share goals are not forwardly disclosed. However, annual incentives are entirely based on pre-set financial metrics and annual equity awards are primarily performance-conditioned and use multi-year performance periods.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.</i>						
5	Report on Risks Arising from Voluntary Carbon-Reduction Commitments	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company has demonstrated clear sustainability reporting frameworks, engagement with shareholders, risk disclosure, and board oversight.</i>						

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## United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2024	Auto-Approved 04/12/2024	Shares Confirmed 04/16/2024	816	816
<b>Total Shares:</b>						<b>816</b>	<b>816</b>

## AbbVie Inc.

<b>Meeting Date:</b> 05/03/2024	<b>Country:</b> USA	<b>Ticker:</b> ABBV	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836293	
<b>Primary Security ID:</b> 00287Y109	<b>Primary CUSIP:</b> 00287Y109	<b>Primary ISIN:</b> US00287Y1091	<b>Primary SEDOL:</b> B92SR70
<b>Votable Shares:</b> 100	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roxanne S. Austin	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1b	Elect Director Richard A. Gonzalez	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Susan E. Quaggin	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Rebecca B. Roberts	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Glenn F. Tilton	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.83 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

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# AbbVie Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Nevertheless, concerns regarding the structure of the short-term and long-term incentive programs remain.</i></p>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>							
5	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i></p>							
6	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The elimination of supermajority vote requirements would improve shareholder rights and approval of this non-binding item may convey to the board that shareholders may wish for it to take additional steps to ensure they are removed.</i></p>							
7	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i></p>							
8	Report on Impact of Extended Patent Exclusivities on Product Access	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anti-competitive practices.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# CMS Energy Corporation

<b>Meeting Date:</b> 05/03/2024	<b>Country:</b> USA	<b>Ticker:</b> CMS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837661	
<b>Primary Security ID:</b> 125896100	<b>Primary CUSIP:</b> 125896100	<b>Primary ISIN:</b> US1258961002	<b>Primary SEDOL:</b> 2219224
<b>Votable Shares:</b> 4,013	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,013	<b>Shares Voted:</b> 4,013

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jon E. Barfield	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Deborah H. Butler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Kurt L. Darrow	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Ralph Izzo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Garrick J. Rochow	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director John G. Russell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Suzanne F. Shank	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Myrna M. Soto	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director John G. Sznewajs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Ronald J. Tanski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Laura H. Wright	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review. Moreover, annual incentives are primarily based on a pre-set financial metric, while the LTI plan is largely performance-conditioned and measured over a multi-year period.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement would enhance shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/10/2024	4,013	4,013

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

CNH Industrial NV

Meeting Date: 05/03/2024 Country: Netherlands Ticker: CNHI Proxy Level: N/A  
 Record Date: 04/05/2024 Meeting Type: Annual Meeting ID: 1836862  
 Primary Security ID: N20944109 Primary CUSIP: N20944109 Primary ISIN: NL0010545661 Primary SEDOL: BDY85Z1

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 5,626 \*Shares on Loan: 0 Shares Instructed: 5,626 Shares Voted: 5,626

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.a	Annual Meeting Agenda Reelect Suzanne Heywood as Executive Director	Mgmt	No	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>							
1.b	Reelect Scott W. Wine as Executive Director	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>							
1.c	Elect Elizabeth Bastoni as Non-Executive Director	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>							
1.d	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>							
1.e	Elect Richard J. Kramer as Non-Executive Director	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.f	Reelect Karen Linehan as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
1.g	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
1.h	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
1.i	Reelect Asa Tamsons as Non-Executive Director	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR Scott Wine, Elizabeth Bastoni, Howard Buffet, Richard Kramer, Karen Linehan, and A sa Tamsons is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates. A vote AGAINST nominees Vagn S rensen and Suzanne Heywood is warranted as the nominees are considered to be overboarded. A vote AGAINST nominees Suzanne Heywood and Alessandro Nasi is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
2.a	Approve Remuneration Policy	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because:- The remuneration policy does not set a clear framework on the incentive plans and does not set award levels nor does it provide clear disclosure on applicable performance metrics;- This should also be understood in light of the company's delisting from the Milan Stock Exchange and the company no longer being subject to SRD II related requirements, including a mandatory annual vote on the remuneration report enabling shareholders to assess and evaluate the application of the policy.- Although the remuneration policy must be approved by the meeting shareholders under Dutch Law, the current policy is providing the board with extensive flexibility and discretion to remunerate executives and does not set sufficient safeguards.We take note of the fact that the company does provide extensive post-performance disclosure regarding the STIP and LTIP in the remuneration report of 2023.</i>						
2.b	Approve Plan to Grant Rights to Subscribe for Common Shares to Non-Executive Directors under Equity Incentive Plans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the company provided a clear rationale for the proposed additional remuneration for non-executive directors by awarding an equity grant, without leading to excessive pay practices.</i>						
3.a	Adopt Financial Statements	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>						
3.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt	No				
	<i>Voting Policy Rationale: This is a non-voting item.</i>						

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# CNH Industrial NV

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3.c	Approve Dividends	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A qualified vote FOR the dividend proposal is warranted. The company proposes dividends to shareholders. However, an adequate explanation why the dividend payout ratio is below 30 percent is not given.</i>						
3.d	Approve Discharge of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted given the lack of any specific concern with the board's actions over the past year. However, cautionary support is warranted as the company has failed to demonstrate good stewardship by failing to submit the remuneration report to a shareholder vote. Despite not being formally required due to the company's cross market status, both in US and Netherlands companies are required to offer shareholders a say-on-pay. We do note that the company provided full disclosure of its 2023 remuneration report in the AGM materials (for discussion only).</i>						
4	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>						
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>						
6.c	Authorize Repurchase of Up to 10 Percent of Issued Capital	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because:- This proposal is in line with commonly used safeguards regarding volume and pricing;- The authorization would allow CNH Industrial to repurchase up to 10.00 percent of the issued share capital; and- The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2024	Auto-Approved 04/11/2024		5,626	5,626
<b>Total Shares:</b>						<b>5,626</b>	<b>5,626</b>

# ManpowerGroup Inc.

<b>Meeting Date:</b> 05/03/2024	<b>Country:</b> USA	<b>Ticker:</b> MAN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/23/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1831155	
<b>Primary Security ID:</b> 56418H100	<b>Primary CUSIP:</b> 56418H100	<b>Primary ISIN:</b> US56418H1005	<b>Primary SEDOL:</b> 2562490
<b>Votable Shares:</b> 2,203	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,203	<b>Shares Voted:</b> 2,203

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jean-Philippe Courtois	Mgmt	Yes	For	For	For	For

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director John F. Ferraro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director William P. Gipson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Patricia Hemingway Hall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Julie M. Howard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.7	Elect Director Muriel Penicaud	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Paul Read	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Elizabeth P. Sartain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Michael J. Van Handel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.87 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 03/25/2024	Auto-Approved 04/03/2024	Shares Confirmed 04/13/2024	2,203	2,203
<b>Total Shares:</b>						<b>2,203</b>	<b>2,203</b>

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<b>Meeting Date:</b> 05/03/2024	<b>Country:</b> USA	<b>Ticker:</b> R	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1833909	
<b>Primary Security ID:</b> 783549108	<b>Primary CUSIP:</b> 783549108	<b>Primary ISIN:</b> US7835491082	<b>Primary SEDOL:</b> 2760669
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 669	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 669	<b>Shares Voted:</b> 669

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert J. Eck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Robert A. Hagemann	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Michael F. Hilton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Tamara L. Lundgren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Luis P. Nieto, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director David G. Nord	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Robert E. Sanchez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Abbie J. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director E. Follin Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Charles M. Swoboda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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## Ryder System, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure about the company's GHG emission reduction targets and climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and the company's management of related risks and opportunities.</i>							
5	Report on "Just Transition"	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2024	Auto-Approved 04/19/2024	Shares Confirmed 04/23/2024	669	669
<b>Total Shares:</b>						<b>669</b>	<b>669</b>

## Starwood Property Trust, Inc.

<b>Meeting Date:</b> 05/03/2024	<b>Country:</b> USA	<b>Ticker:</b> STWD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/06/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838354	
<b>Primary Security ID:</b> 85571B105	<b>Primary CUSIP:</b> 85571B105	<b>Primary ISIN:</b> US85571B1052	<b>Primary SEDOL:</b> B3PQ520
<b>Votable Shares:</b> 17,011	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 17,011	<b>Shares Voted:</b> 17,011

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Bronson	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Jeffrey G. Dishner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Camille J. Douglas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Deborah L. Harmon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Solomon J. Kumin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Fred Perpall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Starwood Property Trust, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Fred S. Ridley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Barry S. Sternlicht	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.9	Elect Director Strauss Zelnick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.7 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2024	Auto-Approved 04/05/2024	Shares Confirmed 04/06/2024	17,011	17,011
<b>Total Shares:</b>						<b>17,011</b>	<b>17,011</b>

# The GEO Group, Inc.

<b>Meeting Date:</b> 05/03/2024	<b>Country:</b> USA	<b>Ticker:</b> GEO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838004	
<b>Primary Security ID:</b> 36162J106	<b>Primary CUSIP:</b> 36162J106	<b>Primary ISIN:</b> US36162J1060	<b>Primary SEDOL:</b> BNLVWQ1
<b>Votable Shares:</b> 517	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 517	<b>Shares Voted:</b> 517

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas C. Bartzokis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jack Brewer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Scott M. Kernan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Lindsay L. Koren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# The GEO Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Terry Mayotte	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Andrew N. Shapiro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Julie Myers Wood	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director George C. Zoley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.5 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns with the company's past use of shares.</i>							
6	Oversee and Report a Racial Equity Audit	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as further due diligence provided by an independent racial equity audit would help shareholders better evaluate the company's management of potential racial equity or human rights concerns that are associated with its business and operations.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/18/2024	Auto-Approved 04/18/2024	Shares Confirmed 04/19/2024	517	517
<b>Total Shares:</b>						<b>517</b>	<b>517</b>

# The Timken Company

<b>Meeting Date:</b> 05/03/2024	<b>Country:</b> USA	<b>Ticker:</b> TKR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1828600	
<b>Primary Security ID:</b> 887389104	<b>Primary CUSIP:</b> 887389104	<b>Primary ISIN:</b> US8873891043	<b>Primary SEDOL:</b> 2892807

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,492

\*Shares on Loan: 0

Shares Instructed: 1,492

Shares Voted: 1,492

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria A. Crowe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Elizabeth A. Harrell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Richard G. Kyle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Sarah C. Lauber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Christopher L. Mapes	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director James F. Palmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Ajita G. Rajendra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Frank C. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director John M. Timken, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Ward J. Timken, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.50 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Adopt Short and Medium-Term Science-Based Emissions Reduction Targets	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as adopting science-based greenhouse gas reduction targets would help the company better address climate-related risks and opportunities.</i>						

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# The Timken Company

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/18/2024	1,492	1,492
<b>Total Shares:</b>						<b>1,492</b>	<b>1,492</b>

## Berkshire Hathaway Inc.

<b>Meeting Date:</b> 05/04/2024	<b>Country:</b> USA	<b>Ticker:</b> BRK.B	<b>Proxy Level:</b> 2
<b>Record Date:</b> 03/06/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1814773	
<b>Primary Security ID:</b> 084670702	<b>Primary CUSIP:</b> 084670702	<b>Primary ISIN:</b> US0846707026	<b>Primary SEDOL:</b> 2073390

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 1,945	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 1,945
	<b>Shares Voted:</b> 1,945

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against, manage and mitigate material environmental, social and governance risks. In addition, the company does not have any public reports or information on its website about its sustainability strategy or communications regarding its environmental and social performance. WITHHOLD votes for CEO/Chair Warren Buffett are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.</i></p>							
1.2	Elect Director Gregory E. Abel	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Howard G. Buffett	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.4	Elect Director Susan A. Buffett	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Stephen B. Burke	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship.</i></p>							
1.6	Elect Director Kenneth I. Chenault	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship.</i></p>							

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# Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Christopher C. Davis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Susan L. Decker	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for the incumbent chair of the audit committee, Susan (Sue) Decker, because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>						
1.9	Elect Director Charlotte Guyman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship.</i>						
1.10	Elect Director Ajit Jain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Thomas S. Murphy, Jr.	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for governance committee members Stephen (Steve) Burke, Kenneth (Ken) Chenault, Charlotte Guyman, and Thomas Murphy Jr., due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to reasonable time-based sunset. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, Charlotte Guyman, and Thomas Murphy Jr. due to persistent concerns regarding executive pay practices and disclosures. These issues call into question whether the compensation committee is providing adequate oversight and indicates poor stewardship.</i>						
1.12	Elect Director Ronald L. Olson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Wallace R. Weitz	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.14	Elect Director Meryl B. Witmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time because the requested report would allow shareholders to evaluate emissions from Berkshire's insurance group, its peers have made public commitments, and the report may help the company prepare for state climate regulations.</i>						
3	Disclose BHE's Emissions and Progress Towards Goal in Consolidated Report	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.</i>						

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## Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted due to: - The absence of information regarding comprehensive company diversity-related policies, programs, or metrics; and - The potential benefits of increased reporting that would allow shareholders to better assess the company's diversity-related efforts and program effectiveness.</i></p>							
5	Establish a Railroad Safety Committee	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: By establishing a dedicated Railroad Safety Committee, the company will have a centralized device to continue, ensure, and promote its Railroad Safety and risk mitigation initiatives. The adoption of this resolution will also solidify the company's commitment to prevent future incidents by monitoring staffing levels, equipment conditions, and train lengths. As such, support FOR this proposal is warranted.</i></p>							
6	Report on Effect of Energy Policy Research Foundation Findings to Company's Financial Statements	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company's climate policy is not clearly linked to the IEA's NZE 2050 Scenario and there are more widely accepted resources with which to evaluate the future energy mix than that requested by the proponent.</i></p>							
7	Report on Risks Related to Operations in China	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure regarding its business operations in China, and there do not appear to be significant, related controversies.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2024	Auto-Approved 04/19/2024	Shares Confirmed 04/23/2024	1,945	1,945
<b>Total Shares:</b>						<b>1,945</b>	<b>1,945</b>

## Aflac Incorporated

<b>Meeting Date:</b> 05/06/2024	<b>Country:</b> USA	<b>Ticker:</b> AFL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/27/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837529	
<b>Primary Security ID:</b> 001055102	<b>Primary CUSIP:</b> 001055102	<b>Primary ISIN:</b> US0010551028	<b>Primary SEDOL:</b> 2026361
<b>Votable Shares:</b> 1,814	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 1,814	<b>Shares Voted:</b> 1,814

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel P. Amos	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director W. Paul Bowers	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Arthur R. Collins	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							

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# Aflac Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Miwako Hosoda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Thomas J. Kenny	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Georgette D. Kiser	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Karole F. Lloyd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Nobuchika Mori	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Joseph L. Moskowitz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Katherine T. Rohrer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay is reasonably aligned with performance. The majority of pay is conditioned on clearly disclosed financial metrics, and the equity awards granted to the CEO were entirely performance-based.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Sent	Auto-Instructed 04/12/2024	Auto-Approved 04/12/2024		1,814	1,814
<b>Total Shares:</b>						<b>1,814</b>	<b>1,814</b>

# American Express Company

<b>Meeting Date:</b> 05/06/2024	<b>Country:</b> USA	<b>Ticker:</b> AXP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1835562	
<b>Primary Security ID:</b> 025816109	<b>Primary CUSIP:</b> 025816109	<b>Primary ISIN:</b> US0258161092	<b>Primary SEDOL:</b> 2026082

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 752

\*Shares on Loan: 0

Shares Instructed: 752

Shares Voted: 752

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director John J. Brennan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Walter J. Clayton, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Theodore J. Leonsis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Deborah P. Majoras	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Karen L. Parkhill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Charles E. Phillips	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Lynn A. Pike	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Stephen J. Squeri	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Daniel L. Vasella	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Lisa W. Wardell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Christopher D. Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.53 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: The Compensation Committee demonstrated adequate responsiveness to last year's low say-on-pay vote. The proxy includes disclosure improvements related to the annual incentive and the committee made positive commitments related to future special awards. In addition, the CEO's equity awards were entirely performance-based. A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>							

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# American Express Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While current severance entitlements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.</i>							
6	Report on Climate Lobbying	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions.</i>							
7	Report on Company's Policy on Merchant Category Codes	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company appears to be taking appropriate action to mitigate risks associated with the potential implementation of a merchant category code for standalone gun and ammunition stores.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/18/2024	752	752
<b>Total Shares:</b>						<b>752</b>	<b>752</b>

# Moderna, Inc.

<b>Meeting Date:</b> 05/06/2024	<b>Country:</b> USA	<b>Ticker:</b> MRNA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/07/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1837458	
<b>Primary Security ID:</b> 60770K107	<b>Primary CUSIP:</b> 60770K107	<b>Primary ISIN:</b> US60770K1079	<b>Primary SEDOL:</b> BGSXTS3
<b>Votable Shares:</b> 300	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 300	<b>Shares Voted:</b> 300

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert Langer	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent governance committee member Robert Langer Jr. given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights.</i>							
1b	Elect Director Elizabeth Nabel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Elizabeth Tallett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Moderna, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.58 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
4	Provide Right to Call Special Meeting	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights, despite restrictive language which may remain in the contingent bylaw amendment.</i></p>							
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	300	300
<b>Total Shares:</b>						<b>300</b>	<b>300</b>

## Uber Technologies, Inc.

<b>Meeting Date:</b> 05/06/2024	<b>Country:</b> USA	<b>Ticker:</b> UBER	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/13/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839033	
<b>Primary Security ID:</b> 90353T100	<b>Primary CUSIP:</b> 90353T100	<b>Primary ISIN:</b> US90353T1007	<b>Primary SEDOL:</b> BK6N347
<b>Votable Shares:</b> 7,053	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 7,053	<b>Shares Voted:</b> 7,053

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1b	Elect Director Revathi Advaiti	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Turqi Alnowaiser	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1d	Elect Director Ursula Burns	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Robert Eckert	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Amanda Ginsberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Dara Khosrowshahi	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Wan Ling Martello	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1i	Elect Director John Thain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director David I. Trujillo	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings.</i>						
1k	Elect Director Alexander Wynaendts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.71 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Certificate of Incorporation to Reflect Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						
5	Commission a Third-Party Audit on Driver Health and Safety	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on driver health and safety, to better understand and assess the company's safety policies, programs, and oversight mechanisms.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	6,484	6,484

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Uber Technologies, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	569	569
<b>Total Shares:</b>						<b>7,053</b>	<b>7,053</b>

# Arrow Electronics, Inc.

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> ARW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839325	
<b>Primary Security ID:</b> 042735100	<b>Primary CUSIP:</b> 042735100	<b>Primary ISIN:</b> US0427351004	<b>Primary SEDOL:</b> 2051404

<b>Votable Shares:</b> 1,045	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 1,045
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,045	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William F. Austen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Fabian T. Garcia *Withdrawn Resolution*	Mgmt	No				
1.3	Elect Director Steven H. Gunby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Gail E. Hamilton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Michael D. Hayford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Andrew C. Kerin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Sean J. Kerins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Carol P. Lowe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Mary T. McDowell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Gerry P. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

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# Arrow Electronics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/09/2024	1,045	1,045
<b>Total Shares:</b>						<b>1,045</b>	<b>1,045</b>

# Bristol-Myers Squibb Company

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> BMY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/14/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841565	
<b>Primary Security ID:</b> 110122108	<b>Primary CUSIP:</b> 110122108	<b>Primary ISIN:</b> US1101221083	<b>Primary SEDOL:</b> 2126335
<b>Votable Shares:</b> 3,341	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 3,341
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,341	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1B	Elect Director Deepak L. Bhatt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1C	Elect Director Christopher S. Boerner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1D	Elect Director Julia A. Haller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1E	Elect Director Manuel Hidalgo Medina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1F	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1G	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1H	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1I	Elect Director Karen H. Vousden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1J	Elect Director Phyllis R. Yale	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.04 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
5	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
6	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted as the adoption of more stringent stock ownership requirements would more meaningfully align executives' interests with long-term shareholder value.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/18/2024	3,217	3,217
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/18/2024	124	124
<b>Total Shares:</b>						<b>3,341</b>	<b>3,341</b>

# Danaher Corporation

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> DHR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839699	
<b>Primary Security ID:</b> 235851102	<b>Primary CUSIP:</b> 235851102	<b>Primary ISIN:</b> US2358511028	<b>Primary SEDOL:</b> 2250870

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,647

\*Shares on Loan: 0

Shares Instructed: 1,647

Shares Voted: 1,647

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Feroz Dewan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Linda Filler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Teri List	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>						
1e	Elect Director Jessica L. Mega	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Mitchell P. Rales	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Steven M. Rales	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Pardis C. Sabeti	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director A. Shane Sanders	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>						
1j	Elect Director John T. Schwieters	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>						
1k	Elect Director Alan G. Spoon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Raymond C. Stevens	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent audit committee members Teri List, A. Shane Sanders, John Schwieters, and Raymond Stevens is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.</i>						
1m	Elect Director Elias A. Zerhouni	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.6 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Danaher Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on financial objectives while half of the equity awards are performance-based and measured over a multi-year period.</i></p>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.</i></p>							
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of the company's diversity, equity, and inclusion efforts and management of related risks.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	1,647	1,647
<b>Total Shares:</b>						<b>1,647</b>	<b>1,647</b>

# Edwards Lifesciences Corporation

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> EW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839573	
<b>Primary Security ID:</b> 28176E108	<b>Primary CUSIP:</b> 28176E108	<b>Primary ISIN:</b> US28176E1082	<b>Primary SEDOL:</b> 2567116
<b>Votable Shares:</b> 4,767	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 4,767	<b>Shares Voted:</b> 4,767

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Leslie C. Davis	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Kieran T. Gallahue	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i></p>							
1.3	Elect Director Leslie S. Heisz	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i></p>							
1.4	Elect Director Paul A. LaViolette	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## Edwards Lifesciences Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Steven R. Loranger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.6	Elect Director Ramona Sequeira	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.7	Elect Director Nicholas J. Valeriani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Bernard J. Zovighian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and performance are reasonably aligned. While some concerns remain regarding regular annual equity grant practices, annual incentives are predominantly based on pre-set objective metrics.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.7 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	4,767	4,767
			04/10/2024	04/10/2024	04/17/2024		
<b>Total Shares:</b>						<b>4,767</b>	<b>4,767</b>

## Expeditors International of Washington, Inc.

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> EXPD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839599	
<b>Primary Security ID:</b> 302130109	<b>Primary CUSIP:</b> 302130109	<b>Primary ISIN:</b> US3021301094	<b>Primary SEDOL:</b> 2325507
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,059	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,059	<b>Shares Voted:</b> 1,059

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn M. Alger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Expeditors International of Washington, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robert "Bob" P. Carlile	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director James "Jim" M. DuBois	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Mark A. Emmert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Diane H. Gulyas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Jeffrey S. Musser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Brandon S. Pedersen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Liane J. Pelletier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Olivia D. Polius	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concern is raised given the funding structure for annual incentive awards carries the potential for substantial cash payouts, a vote FOR this proposal is warranted, as pay and performance were reasonably aligned for the year in review.</i>						
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting metrics on hiring, promotion, or retention would allow shareholders to better assess the effectiveness of Expeditors diversity, equity and inclusion efforts and management of related risks.</i>						
6	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as target setting in connection with the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow shareholders to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.</i>						

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# Expeditors International of Washington, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/24/2024	1,059	1,059
<b>Total Shares:</b>						<b>1,059</b>	<b>1,059</b>

## Hubbell Incorporated

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> HUBB	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839031	
<b>Primary Security ID:</b> 443510607	<b>Primary CUSIP:</b> 443510607	<b>Primary ISIN:</b> US4435106079	<b>Primary SEDOL:</b> BDFG6S3

<b>Votable Shares:</b> 100	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 100
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 100	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Carlos M. Cardoso	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Debra L. Dial	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Anthony J. Guzzi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Rhett A. Hernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Neal J. Keating	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Bonnie C. Lind	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director John F. Malloy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Jennifer M. Pollino	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

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# Hubbell Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/03/2024	Auto-Approved 04/07/2024	Shares Confirmed 04/09/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# Intel Corporation

**Meeting Date:** 05/07/2024      **Country:** USA      **Ticker:** INTC      **Proxy Level:** 3  
**Record Date:** 03/11/2024      **Meeting Type:** Annual      **Meeting ID:** 1840880  
**Primary Security ID:** 458140100      **Primary CUSIP:** 458140100      **Primary ISIN:** US4581401001      **Primary SEDOL:** 2463247

**Votable Shares:** 7,788      **Total Ballots:** 1      **Voting Policy:** UUA      **Shares Instructed:** 7,788      **Shares Voted:** 7,788  
**\*Shares on Loan:** 0

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1b	Elect Director James J. Goetz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1c	Elect Director Andrea J. Goldsmith	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Alyssa H. Henry	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1e	Elect Director Omar Ishrak	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Tsu-Jae King Liu	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1h	Elect Director Barbara G. Novick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Gregory D. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Stacy J. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director Lip-Bu Tan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1l	Elect Director Dion J. Weisler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1m	Elect Director Frank D. Yeary	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.8 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Annual bonuses were primarily based on pre-set and clearly disclosed financial metrics, with a below-target payout which largely aligns with recent company performance. Furthermore, long-term incentives are primarily performance-based and closing-cycle PSUs were forfeited when the performance threshold was not met.</i>						
4	Establish Board Committee on Corporate Financial Sustainability	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company's existing board oversight appears adequate to address issues related to corporate financial sustainability and, absent clear performance concerns, the board should generally be given latitude to determine its committee structure.</i>						
5	Report on Opposing State Abortion Regulation	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as, on balance, the risks stemming from issuing the requested report appear to be greater than the risks to the company associated with its current disclosure and practices.</i>						
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/18/2024	7,788	7,788
<b>Total Shares:</b>						<b>7,788</b>	<b>7,788</b>

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<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> LKQ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838051	
<b>Primary Security ID:</b> 501889208	<b>Primary CUSIP:</b> 501889208	<b>Primary ISIN:</b> US5018892084	<b>Primary SEDOL:</b> 2971029

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 2,842	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 2,842
	<b>Shares Voted:</b> 2,842

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick Berard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Meg A. Divitto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Justin L. Jude	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Blythe J. McGarvie	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1e	Elect Director John W. Mendel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1f	Elect Director Jody G. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Guhan Subramanian	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1h	Elect Director Xavier Urbain	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1i	Elect Director Dominick Zarcone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.32 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned for the year in review. There are concerns regarding goal rigor for a portion of the LTI; however, long-term incentives were entirely performance-contingent. Moreover, the STI was based on pre-set financial goals.</i>						

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# LKQ Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For	For	For

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	2,842	2,842
<b>Total Shares:</b>						<b>2,842</b>	<b>2,842</b>

# MKS Instruments, Inc.

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> MKSI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1840589	
<b>Primary Security ID:</b> 55306N104	<b>Primary CUSIP:</b> 55306N104	<b>Primary ISIN:</b> US55306N1046	<b>Primary SEDOL:</b> 2404871
<b>Votable Shares:</b> 675	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 675
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 675	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rajeev Batra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Gerald G. Colella	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Elizabeth A. Mora	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 21.09 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	675	675

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Omnicom Group Inc.

Meeting Date: 05/07/2024 Country: USA Ticker: OMC Proxy Level: 3  
 Record Date: 03/18/2024 Meeting Type: Annual Meeting ID: 1840784  
 Primary Security ID: 681919106 Primary CUSIP: 681919106 Primary ISIN: US6819191064 Primary SEDOL: 2279303

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 1,200 \*Shares on Loan: 0 Shares Instructed: 1,200 Shares Voted: 1,200

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John D. Wren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Mary C. Choksi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Leonard S. Coleman, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Mark D. Gerstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Ronnie S. Hawkins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Deborah J. Kissire	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Gracia C. Martore	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Patricia Salas Pineda	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Linda Johnson Rice	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Cassandra Santos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Valerie M. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# Omnicom Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There are concerns regarding goal rigor of relative metrics in the STI and LTI programs, which can allow for target payout despite underperforming a majority of the peer group. These concerns are heightened by the relatively large annual bonus opportunity and a lack of a true threshold goal. i.e., underperformance of every company in the peer group still results in a reduced payout instead of no payout. Nonetheless, pay and performance were aligned for the year in review, the short-term incentive is primarily based on pre-set financial metrics, and the long-term incentive is entirely in performance-conditioned equity.</i></p>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.07 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2024	Auto-Approved 04/12/2024	Shares Confirmed 04/17/2024	1,200	1,200
<b>Total Shares:</b>						<b>1,200</b>	<b>1,200</b>

## Public Storage

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> PSA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839023	
<b>Primary Security ID:</b> 74460D109	<b>Primary CUSIP:</b> 74460D109	<b>Primary ISIN:</b> US74460D1090	<b>Primary SEDOL:</b> 2852533
<b>Votable Shares:</b> 69	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 69
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 69	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Tamara Hughes Gustavson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Shankh S. Mitra	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Rebecca Owen	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Kristy M. Pipes	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1f	Elect Director Avedick B. Poladian	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## Public Storage

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John Reyes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Joseph D. Russell, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Tariq M. Shaukat	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Ronald P. Spogli	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Paul S. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	69	69
<b>Total Shares:</b>						<b>69</b>	<b>69</b>

## Service Corporation International

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> SCI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1840666	
<b>Primary Security ID:</b> 817565104	<b>Primary CUSIP:</b> 817565104	<b>Primary ISIN:</b> US8175651046	<b>Primary SEDOL:</b> 2797560
<b>Votable Shares:</b> 1,142	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,142	<b>Shares Voted:</b> 1,142

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan R. Buckwalter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Anthony L. Coelho	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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# Service Corporation International

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Jakki L. Haussler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Victor L. Lund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Ellen Ochoa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Thomas L. Ryan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director C. Park Shaper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Sara Martinez Tucker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director W. Blair Waltrip	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Marcus A. Watts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2024	Auto-Approved 04/07/2024	Shares Confirmed 04/16/2024	1,142	1,142
<b>Total Shares:</b>						<b>1,142</b>	<b>1,142</b>

## T. Rowe Price Group, Inc.

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> TROW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836277	
<b>Primary Security ID:</b> 74144T108	<b>Primary CUSIP:</b> 74144T108	<b>Primary ISIN:</b> US74144T1088	<b>Primary SEDOL:</b> 2702337

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# T. Rowe Price Group, Inc.

Total Ballots: 2

Voting Policy: UUA

Votable Shares: 651

\*Shares on Loan: 0

Shares Instructed: 651

Shares Voted: 651

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glenn R. August	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director William P. Donnelly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Dina Dublon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Robert F. MacLellan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Eileen P. Rominger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Robert W. Sharps	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Cynthia F. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Robert J. Stevens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Alan D. Wilson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. While concerns exist regarding the discretionary nature of annual incentive determinations and limited disclosure of the key drivers of bonus levels, the company intends to take a more structured approach to CEO compensation beginning in 2024.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.32 percent of the fees paid to the auditor are for non-audit purposes.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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# T. Rowe Price Group, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/01/2024	Auto-Approved 04/07/2024	Shares Confirmed 04/11/2024	596	596
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/01/2024	Auto-Approved 04/07/2024	Shares Confirmed 04/11/2024	55	55
<b>Total Shares:</b>						<b>651</b>	<b>651</b>

# Trex Company, Inc.

<b>Meeting Date:</b> 05/07/2024	<b>Country:</b> USA	<b>Ticker:</b> TREX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838820	
<b>Primary Security ID:</b> 89531P105	<b>Primary CUSIP:</b> 89531P105	<b>Primary ISIN:</b> US89531P1057	<b>Primary SEDOL:</b> 2483074
<b>Votable Shares:</b> 1,441	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 1,441	<b>Shares Voted:</b> 1,441

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James E. Cline	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Gena C. Lovett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Melkeya McDuffie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Patricia B. Robinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; - High CEO pay in relation to company peer group CEO median pay levels; - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/08/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/17/2024	1,441	1,441

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## Advanced Micro Devices, Inc.

**Meeting Date:** 05/08/2024      **Country:** USA      **Ticker:** AMD      **Proxy Level:** 3  
**Record Date:** 03/13/2024      **Meeting Type:** Annual      **Meeting ID:** 1838424  
**Primary Security ID:** 007903107      **Primary CUSIP:** 007903107      **Primary ISIN:** US0079031078      **Primary SEDOL:** 2007849

**Total Ballots:** 1      **Voting Policy:** UUA  
**Votable Shares:** 1,121      **\*Shares on Loan:** 0      **Shares Instructed:** 1,121      **Shares Voted:** 1,121

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora M. Denzel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mark Durcan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Michael P. Gregoire	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Joseph A. Householder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director John W. Marren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jon A. Olson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Lisa T. Su	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Abhi Y. Talwalkar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Elizabeth W. Vanderslice	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.42 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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## Advanced Micro Devices, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. Although the lack of forward-looking performance goal disclosure under the annual LTI program inhibits investors' ability to assess the rigor of the program, payouts under both the STI and LTI were commensurate with recent and longer-term company performance. Moreover, several special equity awards were granted to certain NEOs in light of executive changes; however, half of all sign-on and promotional awards for such NEOs were performance-conditioned, with multi-year performance periods, mitigating concerns.</i></p>							
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right. Additionally, an affirmative vote on this proposal may signal support for modifying certain restrictions the board implemented on special meeting timing and subject matter, which may otherwise hinder the effectiveness of the right.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/06/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/23/2024	1,121	1,121
<b>Total Shares:</b>						<b>1,121</b>	<b>1,121</b>

## CSX Corporation

<b>Meeting Date:</b> 05/08/2024	<b>Country:</b> USA	<b>Ticker:</b> CSX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838998	
<b>Primary Security ID:</b> 126408103	<b>Primary CUSIP:</b> 126408103	<b>Primary ISIN:</b> US1264081035	<b>Primary SEDOL:</b> 2160753
<b>Votable Shares:</b> 2,578	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,578	<b>Shares Voted:</b> 2,578

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donna M. Alvarado	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1b	Elect Director Thomas P. Bostick	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1c	Elect Director Anne H. Chow	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1d	Elect Director Steven T. Halverson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Paul C. Hilal	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Joseph R. Hinrichs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director David M. Moffett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Linda H. Riefler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Suzanne M. Vautrinot	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director James L. Wainscott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director J. Steven Whisler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director John J. Zillmer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. In addition, annual incentives were entirely determined by pre-set objective metrics, and the committee did not exercise its discretion to upwardly adjust final payouts, which has been a noted concern in previous years. In addition, the performance-based portion of the long-term incentive was increased in FY23. However, certain concerns persist around target setting under the annual incentive and the lack of disclosed forward-looking performance targets for PUs.</i>							
4	Establish Railroad Safety Committee	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: By establishing a dedicated Railroad Safety Committee, the company will have a centralized device to continue, ensure, and promote its Railroad Safety and risk mitigation initiatives. The adoption of this resolution will also solidify the company's commitment to prevent future incidents by monitoring staffing levels, equipment conditions, and train lengths. As such, support FOR this proposal is warranted.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	2,413	2,413
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	165	165
<b>Total Shares:</b>						<b>2,578</b>	<b>2,578</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/08/2024	<b>Country:</b> USA	<b>Ticker:</b> FSLR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841506	
<b>Primary Security ID:</b> 336433107	<b>Primary CUSIP:</b> 336433107	<b>Primary ISIN:</b> US3364331070	<b>Primary SEDOL:</b> B1HMF22
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 73	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 73	<b>Shares Voted:</b> 73

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Ahearn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Anita Marangoly George	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Molly E. Joseph	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Lisa A. Kro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director William J. Post	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Venkata "Murthy" Renduchintala	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Paul H. Stebbins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Michael T. Sweeney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Mark R. Widmar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Norman L. Wright	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 19.79 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Despite concerns regarding the company's limited disclosure with respect to the STI and LTI programs, the short-term incentive was primarily based on pre-set metrics, and the long-term incentive was primarily performance-based with a multi-year measurement period.</i>						

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## First Solar, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, despite restrictive language and a relatively high ownership threshold, a vote FOR this proposal is warranted as it represents an enhancement of shareholder rights.</i></p>							
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the proposal is warranted. Though some shareholders may be concerned regarding a 13D-filer who could increase his ownership threshold to near or above 10 percent of outstanding shares, the passage of the shareholder proposal would signal support for the adoption of an ownership threshold lower than the 25 percent proposed by the board.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/18/2024	73	73
<b>Total Shares:</b>						<b>73</b>	<b>73</b>

## Floor & Decor Holdings, Inc.

<b>Meeting Date:</b> 05/08/2024	<b>Country:</b> USA	<b>Ticker:</b> FND	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/13/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836535	
<b>Primary Security ID:</b> 339750101	<b>Primary CUSIP:</b> 339750101	<b>Primary ISIN:</b> US3397501012	<b>Primary SEDOL:</b> BYQHP96
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,799	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,799	<b>Shares Voted:</b> 2,799

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Norman H. Axelrod	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director William T. Giles	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Dwight James	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Melissa Kersey	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Ryan Marshall	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1f	Elect Director Peter M. Starrett	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## Floor & Decor Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Richard L. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Thomas V. Taylor, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Felicia D. Thornton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director George Vincent West	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Charles Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.42 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	2,799	2,799
			03/28/2024	04/08/2024	04/18/2024		
<b>Total Shares:</b>						<b>2,799</b>	<b>2,799</b>

## Gilead Sciences, Inc.

<b>Meeting Date:</b> 05/08/2024	<b>Country:</b> USA	<b>Ticker:</b> GILD	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841507	
<b>Primary Security ID:</b> 375558103	<b>Primary CUSIP:</b> 375558103	<b>Primary ISIN:</b> US3755581036	<b>Primary SEDOL:</b> 2369174

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,855

\*Shares on Loan: 0

Shares Instructed: 1,855

Shares Voted: 1,855

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jeffrey A. Bluestone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Sandra J. Horning	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kelly A. Kramer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Ted W. Love	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Harish M. Manwani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Daniel P. O'Day	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Javier J. Rodriguez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Anthony Welters	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.4 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are based entirely on pre-set objective measures, with robust performance disclosure for financial and non-financial metrics, and annual equity grants are targeted to be half performance conditioned.</i>							
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

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## Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the proponent has not made a compelling case that the proposed change in the director election process would improve the composition of the board or the performance of the company.</i></p>							
6	Report on Risks of Supporting Abortion	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the potential risks of issuing the requested report seem to outweigh the risks associated with the company's current practices and disclosures.</i></p>							
7	Adopt Share Retention Policy For Senior Executives	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the more rigorous guidelines recommended by the proponent may better address concerns about creating a strong link between the interests of top executives and long-term shareholder value.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/24/2024	1,855	1,855
<b>Total Shares:</b>						<b>1,855</b>	<b>1,855</b>

## Kinder Morgan, Inc.

<b>Meeting Date:</b> 05/08/2024	<b>Country:</b> USA	<b>Ticker:</b> KMI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841869	
<b>Primary Security ID:</b> 49456B101	<b>Primary CUSIP:</b> 49456B101	<b>Primary ISIN:</b> US49456B1017	<b>Primary SEDOL:</b> B3NQ4P8
<b>Votable Shares:</b> 28,302	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 28,302	<b>Shares Voted:</b> 28,302

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Richard D. Kinder	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Kimberly A. Dang	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Amy W. Chronis	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.4	Elect Director Ted A. Gardner	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Anthony W. Hall, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Steven J. Kean	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Deborah A. Macdonald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Michael C. Morgan	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Arthur C. Reichstetter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director C. Park Shaper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director William A. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Joel V. Staff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Robert F. Vagt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.53 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review, though certain concerns are highlighted.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
5	Disclose GHG Emissions Reductions Targets	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its Scope 1 and Scope 2 emissions would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change-related risks.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2024	Auto-Approved 04/24/2024	Shares Confirmed 04/25/2024	27,962	27,962
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/24/2024	Auto-Approved 04/24/2024	Shares Confirmed 04/25/2024	340	340

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Leggett & Platt, Incorporated

Meeting Date: 05/08/2024 Country: USA Ticker: LEG Proxy Level: 3  
 Record Date: 03/04/2024 Meeting Type: Annual Meeting ID: 1841077  
 Primary Security ID: 524660107 Primary CUSIP: 524660107 Primary ISIN: US5246601075 Primary SEDOL: 2510682

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 1,565 \*Shares on Loan: 0 Shares Instructed: 1,565 Shares Voted: 1,565

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Angela Barbee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mark A. Blinn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Robert E. Brunner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Mary Campbell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director J. Mitchell Dolloff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Manuel A. Fernandez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Karl G. Glassman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Joseph W. McClanathan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Srikanth Padmanabhan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jai Shah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Phoebe A. Wood	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.5 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Leggett & Platt, Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2024	Auto-Approved 04/11/2024	Shares Confirmed 04/18/2024	1,565	1,565
<b>Total Shares:</b>						<b>1,565</b>	<b>1,565</b>

# Primerica, Inc.

<b>Meeting Date:</b> 05/08/2024	<b>Country:</b> USA	<b>Ticker:</b> PRI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1840180	
<b>Primary Security ID:</b> 74164M108	<b>Primary CUSIP:</b> 74164M108	<b>Primary ISIN:</b> US74164M1080	<b>Primary SEDOL:</b> B50K3X8
<b>Votable Shares:</b> 566	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 566	<b>Shares Voted:</b> 566

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John A. Addison, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Joel M. Babbit	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Amber L. Cottle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gary L. Crittenden	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Cynthia N. Day	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Sanjeev Dheer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Beatriz R. Perez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Primerica, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director D. Richard Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Glenn J. Williams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Darryl L. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Barbara A. Yastine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/04/2024	Auto-Approved 04/08/2024	Shares Confirmed 04/09/2024	566	566
<b>Total Shares:</b>						<b>566</b>	<b>566</b>

## CME Group Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> CME	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836291	
<b>Primary Security ID:</b> 12572Q105	<b>Primary CUSIP:</b> 12572Q105	<b>Primary ISIN:</b> US12572Q1058	<b>Primary SEDOL:</b> 2965839
<b>Votable Shares:</b> 1,189	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,189	<b>Shares Voted:</b> 1,189

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Kathryn Benesh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Timothy S. Bitsberger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Charles P. Carey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Bryan T. Durkin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Harold Ford, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Martin J. Gepsman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Larry G. Gerdes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Daniel R. Glickman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Daniel G. Kaye	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Phyllis M. Lockett	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST governance committee chair Phyllis Lockett is warranted given the problematic capital structure that negatively impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>						
1l	Elect Director Deborah J. Lucas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Terry L. Savage	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director Rahael Seifu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director William R. Shepard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1p	Elect Director Howard J. Siegel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1q	Elect Director Dennis A. Suskind	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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# CME Group Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision. Certain concerns are also noted regarding goal rigor and the CEO's relatively large pay targeting.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024		1,122	1,122
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024		67	67
<b>Total Shares:</b>						<b>1,189</b>	<b>1,189</b>

# Ford Motor Company

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> F	<b>Proxy Level:</b> 5
<b>Record Date:</b> 03/13/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842007	
<b>Primary Security ID:</b> 345370860	<b>Primary CUSIP:</b> 345370860	<b>Primary ISIN:</b> US3453708600	<b>Primary SEDOL:</b> 2615468
<b>Votable Shares:</b> 2,338	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,338	<b>Shares Voted:</b> 2,338

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kimberly A. Casiano	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Alexandra Ford English	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director James D. Farley, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Henry Ford, III	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director William Clay Ford, Jr.	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST Chairman William Ford Jr. and Nominating and Governance Committee Chair William Kennard is warranted, because the company maintains a dual-class capital structure with unequal voting rights and it is not subject to a time-based sunset.</i></p>							
1f	Elect Director William W. Helman, IV	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Jon M. Huntsman, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director William E. Kennard	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Chairman William Ford Jr. and Nominating and Governance Committee Chair William Kennard is warranted, because the company maintains a dual-class capital structure with unequal voting rights and it is not subject to a time-based sunset.</i>						
1i	Elect Director John C. May	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Lynn Vojvodich Radakovich	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1l	Elect Director John L. Thornton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1m	Elect Director John B. Veihmeyer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director John S. Weinberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.20 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Annual incentives are based primarily on disclosed financial and operational metrics, and a majority of the CEO's regular-cycle equity awards are performance-based, with performance measured over a multi-year period.</i>						
4	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the estimated shareholder value transfer exceeds the Social Advisory Services Benchmark, the qualitative review indicates that the director compensation program exhibits sufficient positive features that align the interests of directors and shareholders and mitigate risk.</i>						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide shareholders of the company with equal voting rights on all voting items.</i>						
6	Report on Reliance on Child Labor in Supply Chain	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor from its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.</i>						

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# Ford Motor Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7	Report on Sustainable Sourcing Policies	SH	Yes	Against	Against	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted as the additional information would allow shareholders to determine how the company is managing and mitigating the related risks.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/24/2024	1,938	1,938
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/24/2024	400	400
<b>Total Shares:</b>						<b>2,338</b>	<b>2,338</b>

# KeyCorp

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> KEY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838016	
<b>Primary Security ID:</b> 493267108	<b>Primary CUSIP:</b> 493267108	<b>Primary ISIN:</b> US4932671088	<b>Primary SEDOL:</b> 2490911
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 11,733	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 11,733	<b>Shares Voted:</b> 11,733

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director H. James Dallas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Elizabeth R. Gile	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Christopher M. Gorman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Robin N. Hayes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Carlton L. Highsmith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Richard J. Hipple	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Devina A. Rankin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Barbara R. Snyder	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Richard J. Tobin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Todd J. Vasos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director David K. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. There are some concerns identified with the company's decision to modify the annual incentive program during 2023. However, the company provided adequate disclosure surrounding the decision, implemented guardrails to avoid excessive payouts, and further reduced the CEO's payout; it is expected that the 2024 annual incentive will return to a program based primarily on pre-set objective financial metrics, though investors may expect the reintroduction of disclosed threshold and maximum goals. While some concerns remain with LTI disclosure and goal rigor, the majority of equity awards utilize multi-year performance periods. Lastly, payouts in both programs were below target, which aligns with recent company performance.</i>							
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/19/2024	11,733	11,733
<b>Total Shares:</b>						<b>11,733</b>	<b>11,733</b>

**Las Vegas Sands Corp.**

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> LVS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841508	
<b>Primary Security ID:</b> 517834107	<b>Primary CUSIP:</b> 517834107	<b>Primary ISIN:</b> US5178341070	<b>Primary SEDOL:</b> B02T2J7

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 842

\*Shares on Loan: 0

Shares Instructed: 842

Shares Voted: 842

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert G. Goldstein	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, and Lewis Kramer), due to poor responsiveness to the 2023 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>						
1.2	Elect Director Patrick Dumont	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, and Lewis Kramer), due to poor responsiveness to the 2023 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>						
1.3	Elect Director Irwin Chafetz	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, and Lewis Kramer), due to poor responsiveness to the 2023 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>						
1.4	Elect Director Micheline Chau	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, and Lewis Kramer), due to poor responsiveness to the 2023 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>						
1.5	Elect Director Charles D. Forman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, and Lewis Kramer), due to poor responsiveness to the 2023 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>						
1.6	Elect Director Lewis Kramer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse. WITHHOLD votes are warranted for all incumbent board nominees (Robert Goldstein, Patrick Dumont, Irwin Chafetz, Micheline Chau, Charles Forman, and Lewis Kramer), due to poor responsiveness to the 2023 say-on-pay vote and the persistent compensation and responsiveness concerns at the company.</i>						
1.7	Elect Director Alain Li	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. Less than 30% of the board is diverse.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.51 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite consecutive years of relatively low support for this proposal, the compensation committee has again failed to demonstrate meaningful responsiveness to shareholders' concerns. Moreover, there are persistent pay structure concerns, several of which received negative shareholder feedback. Particularly, ongoing concerns are raised surrounding outsized base salaries for the CEO and COO. Further, LTI awards are based on the same short-term goals as the STI program. One NEO also received large one-time grants of stock options in connection with his amended employment agreement; these awards are entirely time-vesting and lack a compelling rationale. Finally, there are also ongoing concerns regarding perquisites and gross-ups, which are provided by executives' employment agreements and are considered to be problematic.</i>						

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## Las Vegas Sands Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2024	Auto-Approved 04/18/2024	Shares Confirmed 04/19/2024	842	842
<b>Total Shares:</b>						<b>842</b>	<b>842</b>

## Mettler-Toledo International Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> MTD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1836665	
<b>Primary Security ID:</b> 592688105	<b>Primary CUSIP:</b> 592688105	<b>Primary ISIN:</b> US5926881054	<b>Primary SEDOL:</b> 2126249
<b>Votable Shares:</b> 37	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 37
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 37	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roland Diggelmann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Domitille Doat-Le Bigot	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Richard Francis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Michael A. Kelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Thomas P. Salice	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Wolfgang Wienand	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Ingrid Zhang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.15 percent of the fees paid to the auditor are for non-audit purposes.</i>							

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

## Mettler-Toledo International Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/04/2024	Auto-Approved 04/09/2024	Shares Confirmed 04/19/2024	37	37
<b>Total Shares:</b>						<b>37</b>	<b>37</b>

## Murphy USA Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> MUSA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841524	
<b>Primary Security ID:</b> 626755102	<b>Primary CUSIP:</b> 626755102	<b>Primary ISIN:</b> US6267551025	<b>Primary SEDOL:</b> BCZJWJ63
<b>Votable Shares:</b> 181	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 181	<b>Shares Voted:</b> 181

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David L. Goebel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director James W. Keyes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Diane N. Landen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

## Murphy USA Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Eliminate Supermajority Vote Requirement for Business Combinations	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
6	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
7	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2024	Auto-Approved 04/19/2024	Shares Confirmed 04/23/2024	181	181
<b>Total Shares:</b>						<b>181</b>	<b>181</b>

## Newell Brands Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> NWL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1840564	
<b>Primary Security ID:</b> 651229106	<b>Primary CUSIP:</b> 651229106	<b>Primary ISIN:</b> US6512291062	<b>Primary SEDOL:</b> 2635701
<b>Votable Shares:</b> 10,123	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 10,123	<b>Shares Voted:</b> 10,123

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bridget Ryan Berman	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Patrick D. Campbell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James P. Keane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Christopher H. Peterson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Newell Brands Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Stephanie P. Stahl	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Anthony Terry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.02 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although annual incentives were entirely based on objective metrics and payouts appear to be in-line with recent company performance, concerns were identified surrounding large one-time equity awards provided to NEO's. Specifically, the committee granted a \$15 million one-time award to the CEO during the year in review, resulting in his reported pay at over \$25 million. While the one-time awards were entirely performance based and the committee provides a rationale for the awards, concerns are heightened as forward-looking goals are not disclosed and a portion of the award is measured over relatively short performance period.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing protections afforded to directors, providing protections to officers that would allow the company to attract and retain quality personnel without negatively impacting shareholder rights.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	10,123	10,123
<b>Total Shares:</b>						<b>10,123</b>	<b>10,123</b>

## Penske Automotive Group, Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> PAG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1838338	
<b>Primary Security ID:</b> 70959W103	<b>Primary CUSIP:</b> 70959W103	<b>Primary ISIN:</b> US70959W1036	<b>Primary SEDOL:</b> 2943523

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 426

\*Shares on Loan: 0

Shares Instructed: 426

Shares Voted: 426

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John D. Barr	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Audit Committee members John Barr, Kimberly McWaters, Gregory (Greg) Smith, and Ronald Steinhart in light of the pledging activity at the company that poses a material risk to shareholders. A vote FOR the remaining director nominees is warranted.</i>						
1b	Elect Director Lisa Davis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Wolfgang Durheimer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Michael R. Eisenson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Robert H. Kurnick, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Kimberly J. McWaters	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Audit Committee members John Barr, Kimberly McWaters, Gregory (Greg) Smith, and Ronald Steinhart in light of the pledging activity at the company that poses a material risk to shareholders. A vote FOR the remaining director nominees is warranted.</i>						
1g	Elect Director Kota Odagiri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Greg Penske	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Roger S. Penske	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Sandra E. Pierce	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Greg C. Smith	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Audit Committee members John Barr, Kimberly McWaters, Gregory (Greg) Smith, and Ronald Steinhart in light of the pledging activity at the company that poses a material risk to shareholders. A vote FOR the remaining director nominees is warranted.</i>						
1l	Elect Director Ronald G. Steinhart	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Audit Committee members John Barr, Kimberly McWaters, Gregory (Greg) Smith, and Ronald Steinhart in light of the pledging activity at the company that poses a material risk to shareholders. A vote FOR the remaining director nominees is warranted.</i>						
1m	Elect Director H. Brian Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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## Penske Automotive Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.49 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2024	Auto-Approved 04/18/2024	Shares Confirmed 04/19/2024	426	426
<b>Total Shares:</b>						<b>426</b>	<b>426</b>

## Prologis, Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> PLD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841903	
<b>Primary Security ID:</b> 74340W103	<b>Primary CUSIP:</b> 74340W103	<b>Primary ISIN:</b> US74340W1036	<b>Primary SEDOL:</b> B44WZD7
<b>Votable Shares:</b> 3,540	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,540	<b>Shares Voted:</b> 3,540

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Cristina G. Bitá	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James B. Connor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director George L. Fotiades	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Lydia H. Kennard	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Irving F. Lyons, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Guy A. Metcalfe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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# Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Avid Modjtabei	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David P. O'Connor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Olivier Piani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Carl B. Webb	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. The compensation committee demonstrated sufficient responsiveness to last year's failed say-on-pay vote. In addition, several changes to the pay program for FY24, made in response to shareholder concerns, mitigate a pay-for-performance misalignment for the year under review. These changes include a simplified LTI program, elimination of one outperformance program and a smaller pool for the other, increased LTI goal rigor and a meaningful cap on total reported compensation for the current CEO. Continued monitoring of pay outcomes is warranted as the company implements the changes going forward.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.99 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Reduce Supermajority Vote Requirement to Amend Charter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements enhances shareholder rights.</i>							
5	Reduce Supermajority Vote Requirement to Amend Bylaws	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given that the reduction in the supermajority vote requirements enhances shareholder rights.</i>							
6	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Strong support for this proposal could motivate management to keep trying to pass a management proposal to eliminate the supermajority requirements, in the event that Items 4 and 5 are not approved this year.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/18/2024	3,540	3,540
<b>Total Shares:</b>						<b>3,540</b>	<b>3,540</b>

# Tempur Sealy International, Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> TPX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839700	
<b>Primary Security ID:</b> 88023U101	<b>Primary CUSIP:</b> 88023U101	<b>Primary ISIN:</b> US88023U1016	<b>Primary SEDOL:</b> 2216991

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Tempur Sealy International, Inc.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 511

\*Shares on Loan: 0

Shares Instructed: 511

Shares Voted: 511

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Evelyn S. Dilsaver	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Simon John Dyer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Cathy Rogers Gates	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John A. Heil	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Meredith Siegfried Madden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Richard W. Neu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Scott L. Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.75 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	511	511
<b>Total Shares:</b>						<b>511</b>	<b>511</b>

# Tractor Supply Company

Meeting Date: 05/09/2024

Country: USA

Ticker: TSCO

Proxy Level: 3

Record Date: 03/15/2024

Meeting Type: Annual

Meeting ID: 1839591

Primary Security ID: 892356106

Primary CUSIP: 892356106

Primary ISIN: US8923561067

Primary SEDOL: 2900335

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 162

\*Shares on Loan: 0

Shares Instructed: 162

Shares Voted: 162

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joy Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Ricardo Cardenas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Meg Ham	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Andre Hawaux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Denise L. Jackson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Ramkumar Krishnan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Edna K. Morris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Mark J. Weikel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Harry A. Lawton, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/19/2024	162	162
<b>Total Shares:</b>						<b>162</b>	<b>162</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Union Pacific Corporation

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> UNP	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839607	
<b>Primary Security ID:</b> 907818108	<b>Primary CUSIP:</b> 907818108	<b>Primary ISIN:</b> US9078181081	<b>Primary SEDOL:</b> 2914734
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 25	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 25	<b>Shares Voted:</b> 25

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director David B. Dillon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Sheri H. Edison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Teresa M. Finley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Deborah C. Hopkins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jane H. Lute	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Michael R. McCarthy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director John K. Tien, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director V. James Vena	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director John P. Wiehoff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Christopher J. Williams	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.72 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>						

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# Union Pacific Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified.</i>							
5	Amend Board's Safety and Service Quality Committee to Review Staffing Levels and Confer on Safety Issues with Stakeholders	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company's existing board structure appears adequate to allow for oversight of the noted concerns and, absent clear performance concerns, the board is generally given latitude to determine its committee structure.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	25	25
<b>Total Shares:</b>						<b>25</b>	<b>25</b>

# United Rentals, Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> URI	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1840567	
<b>Primary Security ID:</b> 911363109	<b>Primary CUSIP:</b> 911363109	<b>Primary ISIN:</b> US9113631090	<b>Primary SEDOL:</b> 2134781
<b>Votable Shares:</b> 152	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 152	<b>Shares Voted:</b> 152

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc A. Bruno	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Larry D. De Shon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Matthew J. Flannery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Bobby J. Griffin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kim Harris Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Terri L. Kelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# United Rentals, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Michael J. Kneeland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Francisco J. Lopez-Balboa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Gracia C. Martore	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Shiv Singh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.81 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although concerns are noted regarding the lack of a multi-year performance period, equity awards are majority performance-conditioned and annual incentives are primarily based on pre-set financial metrics.</i>							
4	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation amendment aligns with Delaware law and is considered to reasonably balance shareholders' interest in officer accountability with their interest in recruiting and retaining qualified officers to manage the company.</i>							
5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as there are no recurring issues regarding failed director elections at the company that suggests a mandatory resignation policy is needed.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/16/2024	Auto-Approved 04/16/2024	Shares Confirmed 04/17/2024	152	152
<b>Total Shares:</b>						<b>152</b>	<b>152</b>

# Verizon Communications Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> VZ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839025	
<b>Primary Security ID:</b> 92343V104	<b>Primary CUSIP:</b> 92343V104	<b>Primary ISIN:</b> US92343V1044	<b>Primary SEDOL:</b> 2090571

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 9,866

\*Shares on Loan: 0

Shares Instructed: 9,866

Shares Voted: 9,866

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Roxanne Austin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Mark Bertolini	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Vittorio Colao	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Laxman Narasimhan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Daniel Schulman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Rodney Slater	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Carol Tome	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Hans Vestberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned. Although there are some concerns regarding perquisites and non-robust goal disclosure, annual and long-term incentives are primarily performance-based, and equity awards utilize multi-year performance periods.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.34 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Commission Third Party Study on Impact of Prohibiting Direct and Indirect Political Contributions to Candidates	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides some disclosure on its political expenditures and adopting a policy to prohibit political expenditures could put the company at a competitive disadvantage.</i>						

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## Verizon Communications Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as greater disclosure would allow shareholders to better evaluate the risks and benefits associated with the company's participation in the public policy process.</i>							
6	Amend Clawback Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.</i>							
7	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
8	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company appears to provide sufficient disclosures regarding its content guidelines and terms and conditions of use.</i>							
9	Report on Lead-Sheathed Cables	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the increased disclosure on the company's efforts in relation to the use of lead-sheathed cables and how the company is managing possible environmental and public health related risks.</i>							
10	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/26/2024	9,866	9,866
<b>Total Shares:</b>						<b>9,866</b>	<b>9,866</b>

## WEC Energy Group, Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> WEC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841020	
<b>Primary Security ID:</b> 92939U106	<b>Primary CUSIP:</b> 92939U106	<b>Primary ISIN:</b> US92939U1060	<b>Primary SEDOL:</b> BYY8XK8
<b>Votable Shares:</b> 100	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ave M. Bie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Curt S. Culver	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Danny L. Cunningham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Cristina A. Garcia-Thomas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Maria C. Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Gale E. Klappa	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Thomas K. Lane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Scott J. Lauber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Ulice Payne, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.11	Elect Director Mary Ellen Stanek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Glen E. Tellock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.32 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Despite some concerns related to the executive chairman's recent equity grants, the regular annual long-term incentive is primarily performance-based with a multi-year measurement period, and the short-term incentive is primarily based on pre-set financial metrics.</i>						
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the size of the proposed increase is reasonable and there are no substantial concerns about the company's past use of shares.</i>						
5	Adopt Simple Majority Vote	SH	Yes	None	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>						

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# WEC Energy Group, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/16/2024	Auto-Approved 04/16/2024	Shares Confirmed 04/19/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

## WEX Inc.

<b>Meeting Date:</b> 05/09/2024	<b>Country:</b> USA	<b>Ticker:</b> WEX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855051	
<b>Primary Security ID:</b> 96208T104	<b>Primary CUSIP:</b> 96208T104	<b>Primary ISIN:</b> US96208T1043	<b>Primary SEDOL:</b> B8383P2
<b>Votable Shares:</b> 842	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 842
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 842	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy Altobello	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Daniel Callahan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Aimee Cardwell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Shikhar Ghosh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director James Groch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director James (Jim) Neary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Derrick Roman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Melissa D. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Stephen Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Susan Sobott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Jack VanWoerkom	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.66 percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/30/2024	Auto-Approved 04/30/2024	Shares Confirmed 05/01/2024	842	842
<b>Total Shares:</b>						<b>842</b>	<b>842</b>

**Akamai Technologies, Inc.**

<b>Meeting Date:</b> 05/10/2024	<b>Country:</b> USA	<b>Ticker:</b> AKAM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841484	
<b>Primary Security ID:</b> 00971T101	<b>Primary CUSIP:</b> 00971T101	<b>Primary ISIN:</b> US00971T1016	<b>Primary SEDOL:</b> 2507457
<b>Votable Shares:</b> 148	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 148	<b>Shares Voted:</b> 148

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sharon Bowen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Marianne Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Monte Ford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Dan Hesse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Tom Killalea	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Tom Leighton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Jonathan Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Akamai Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Madhu Ranganathan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Ben Verwaayen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Bill Wagner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive - The three-year average burn rate is excessive - The plan allows broad discretion to accelerate vesting</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Some concerns continue to be noted about the annual goals utilized by a portion of the equity awards, and the partial metric and goal overlap with the STIP. However, the annual incentive is primarily based on pre-set financial metrics and half of the long-term incentives are performance conditioned and based on quantifiable metrics.</i>							
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company. The other proposed miscellaneous amendments are either primarily clarifying or administrative in nature and do not diminish shareholder rights.</i>							
5	Adjourn Meeting	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as Item 2 (Amend Omnibus Stock Plan) does not merit support.</i>							
6	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.54 percent of the fees paid to the auditor are for non-audit purposes.</i>							
7	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2024	Auto-Approved 04/18/2024	Shares Confirmed 04/20/2024	148	148
<b>Total Shares:</b>						<b>148</b>	<b>148</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# American Homes 4 Rent

**Meeting Date:** 05/10/2024      **Country:** USA      **Ticker:** AMH      **Proxy Level:** 3  
**Record Date:** 03/15/2024      **Meeting Type:** Annual      **Meeting ID:** 1842141  
**Primary Security ID:** 02665T306      **Primary CUSIP:** 02665T306      **Primary ISIN:** US02665T3068      **Primary SEDOL:** BCF5RR9

**Total Ballots:** 1      **Voting Policy:** UUA  
**Votable Shares:** 3,776      **\*Shares on Loan:** 0      **Shares Instructed:** 3,776      **Shares Voted:** 3,776

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Matthew J. Hart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director David P. Singelyn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Douglas N. Benham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jack Corrigan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David Goldberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Tamara H. Gustavson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michelle C. Kerrick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James H. Kropp	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lynn C. Swann	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Winifred M. Webb	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jay Willoughby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Matthew R. Zaist	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## American Homes 4 Rent

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/17/2024	3,776	3,776
<b>Total Shares:</b>						<b>3,776</b>	<b>3,776</b>

## John Bean Technologies Corporation

<b>Meeting Date:</b> 05/10/2024	<b>Country:</b> USA	<b>Ticker:</b> JBT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/13/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841131	
<b>Primary Security ID:</b> 477839104	<b>Primary CUSIP:</b> 477839104	<b>Primary ISIN:</b> US4778391049	<b>Primary SEDOL:</b> B3BRJZ8
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 1,536	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,536	<b>Shares Voted:</b> 1,536

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director C. Maury Devine	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charles L. Harrington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.4 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/05/2024	Auto-Approved 04/10/2024	Shares Confirmed 04/11/2024	1,536	1,536
<b>Total Shares:</b>						<b>1,536</b>	<b>1,536</b>

## Marriott International, Inc.

<b>Meeting Date:</b> 05/10/2024	<b>Country:</b> USA	<b>Ticker:</b> MAR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/13/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1840204	
<b>Primary Security ID:</b> 571903202	<b>Primary CUSIP:</b> 571903202	<b>Primary ISIN:</b> US5719032022	<b>Primary SEDOL:</b> 2210614

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 48

\*Shares on Loan: 0

Shares Instructed: 48

Shares Voted: 48

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Isabella D. Goren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Deborah Marriott Harrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Frederick A. Henderson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Lauren R. Hobart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Debra L. Lee	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director David S. Marriott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Margaret M. McCarthy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Grant F. Reid	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Horacio D. Rozanski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Susan C. Schwab	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Third-Party Racial Equity Audit	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional disclosure could help shareholders assess the impacts of the company's policies and practices on racial and ethnic minority communities.</i></p>							
5	Report on Pay Equity	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the unadjusted median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	48	48
<b>Total Shares:</b>						<b>48</b>	<b>48</b>

## MSA Safety, Inc.

<b>Meeting Date:</b> 05/10/2024	<b>Country:</b> USA	<b>Ticker:</b> MSA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/13/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841019	
<b>Primary Security ID:</b> 553498106	<b>Primary CUSIP:</b> 553498106	<b>Primary ISIN:</b> US5534981064	<b>Primary SEDOL:</b> BKM4S16
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 58	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 58	<b>Shares Voted:</b> 58

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven C. Blanco	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Sandra Phillips Rogers	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Luca Savi	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
2	Approve Non-Employee Director Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The shareholder value transfer appears to be within a reasonable range; - The plan does not allow for repricing of stock options without prior shareholder approval; and - The equity burn rate is reasonable.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.9 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i></p>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/11/2024	Auto-Approved 04/11/2024	Shares Confirmed 04/13/2024	58	58
<b>Total Shares:</b>						<b>58</b>	<b>58</b>

Tradeweb Markets Inc.

<b>Meeting Date:</b> 05/10/2024	<b>Country:</b> USA	<b>Ticker:</b> TW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/13/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841510	
<b>Primary Security ID:</b> 892672106	<b>Primary CUSIP:</b> 892672106	<b>Primary ISIN:</b> US8926721064	<b>Primary SEDOL:</b> BJXMVK2
<b>Votable Shares:</b> 144	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 144	<b>Shares Voted:</b> 144

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jacques Aigrain	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Jacques Aigrain and Paula Madoff given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>							
1.2	Elect Director Balbir Bakhshi	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Paula Madoff	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Governance Committee members Jacques Aigrain and Paula Madoff given the board's failure to remove, or subject to a sunset requirement, the problematic capital structure, the pop-up supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impact shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>							
1.4	Elect Director Thomas Pluta	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i></p>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<p><i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/15/2024	Auto-Approved 04/15/2024	Shares Confirmed 04/16/2024	144	144
<b>Total Shares:</b>						<b>144</b>	<b>144</b>

## Western Digital Corporation

<b>Meeting Date:</b> 05/10/2024	<b>Country:</b> USA	<b>Ticker:</b> WDC	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1842402	
<b>Primary Security ID:</b> 958102105	<b>Primary CUSIP:</b> 958102105	<b>Primary ISIN:</b> US9581021055	<b>Primary SEDOL:</b> 2954699
<b>Votable Shares:</b> 266	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 266
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 266	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares.</i>							
2	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
3	Amend Charter to Remove Pass-Through Voting Provision	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it does not appear to adversely impact shareholder rights.</i>							
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
5	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted, as the underlying amendments warrant support.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/16/2024	Auto-Approved 04/16/2024	Shares Confirmed 04/17/2024	266	266
<b>Total Shares:</b>						<b>266</b>	<b>266</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/13/2024	<b>Country:</b> USA	<b>Ticker:</b> ATRC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844506	
<b>Primary Security ID:</b> 04963C209	<b>Primary CUSIP:</b> 04963C209	<b>Primary ISIN:</b> US04963C2098	<b>Primary SEDOL:</b> B0C8KV2
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,684	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,684	<b>Shares Voted:</b> 1,684

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael H. Carrel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Regina E. Groves	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director B. Kristine Johnson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Shlomo Nachman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Karen N. Prange	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Deborah H. Telman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Sven A. Wehrwein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Robert S. White	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Maggie Yuen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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# AtriCure, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Amend Certificate of Incorporation to Limit the Personal Liability of Certain Officers	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/18/2024	Auto-Approved 04/18/2024	Shares Confirmed 04/19/2024	1,684	1,684
<b>Total Shares:</b>						<b>1,684</b>	<b>1,684</b>

# Baker Hughes Company

<b>Meeting Date:</b> 05/13/2024	<b>Country:</b> USA	<b>Ticker:</b> BKR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843859	
<b>Primary Security ID:</b> 05722G100	<b>Primary CUSIP:</b> 05722G100	<b>Primary ISIN:</b> US05722G1004	<b>Primary SEDOL:</b> BDHLTQ5
<b>Votable Shares:</b> 4,111	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 4,111
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,111	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director W. Geoffrey Beattie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Abdulaziz M. Al Gudaimi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Gregory D. Brennehan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Cynthia B. Carroll	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Michael R. Dumais	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Lynn L. Elsenhans	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director John G. Rice	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Baker Hughes Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Lorenzo Simonelli	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Mohsen M. Sohi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While concerns are noted regarding the rigor and upside leverage of the long-term incentive, the short-term incentive was predominantly based on pre-set financial metrics, and the long-term incentive was primarily performance-based with a multi-year measurement period.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.17 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by the DGCL is considered to reasonably balance shareholders' interest in officer accountability with their interest in the company's ability to attract and retain qualified executives.</i>							
5	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as requiring federal securities litigation to be brought in federal court has the potential to reduce the company's litigation costs without unduly burdening would-be plaintiffs.</i>							
6	Amend Certificate of Incorporation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted, as the proposed amendments are administrative in nature and will not materially impact shareholder rights or abilities.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2024	Auto-Approved 04/18/2024	Shares Confirmed 04/23/2024	4,111	4,111
<b>Total Shares:</b>						<b>4,111</b>	<b>4,111</b>

# Insmid Incorporated

<b>Meeting Date:</b> 05/13/2024	<b>Country:</b> USA	<b>Ticker:</b> INSM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842925	
<b>Primary Security ID:</b> 457669307	<b>Primary CUSIP:</b> 457669307	<b>Primary ISIN:</b> US4576693075	<b>Primary SEDOL:</b> 2614487

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Insmmed Incorporated

**Total Ballots:** 1

**Voting Policy:** UUA

**Votable Shares:** 2,516

**\*Shares on Loan:** 0

**Shares Instructed:** 2,516

**Shares Voted:** 2,516

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David R. Brennan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Leo Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Carol A. Schafer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Melvin Sharoky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/10/2024	Auto-Approved 04/11/2024	Shares Confirmed 04/12/2024	2,516	2,516
<b>Total Shares:</b>						<b>2,516</b>	<b>2,516</b>

# Centene Corporation

**Meeting Date:** 05/14/2024

**Country:** USA

**Ticker:** CNC

**Proxy Level:** 3

**Record Date:** 03/15/2024

**Meeting Type:** Annual

**Meeting ID:** 1841559

**Primary Security ID:** 15135B101

**Primary CUSIP:** 15135B101

**Primary ISIN:** US15135B1017

**Primary SEDOL:** 2807061

**Total Ballots:** 1

**Voting Policy:** UUA

**Votable Shares:** 632

**\*Shares on Loan:** 0

**Shares Instructed:** 632

**Shares Voted:** 632

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jessica L. Blume	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Kenneth A. Burdick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Christopher J. Coughlin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director H. James Dallas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Wayne S. DeVeydt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Frederick H. Eppinger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Monte E. Ford	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Sarah M. London	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Lori J. Robinson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Theodore R. Samuels	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. LTI awards lack a disclosed cap on payouts in the event of negative absolute TSR and strategic objectives represent a relatively high portion of annual incentives. Nevertheless, pay is reasonably in line with performance, with annual incentives majority based on a pre-set financial metric and long-term incentives predominantly performance conditioned with a multi-year performance period.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt Near and Long-Term Science-Based GHG Emissions Reduction Targets Aligned with Paris Agreement Goal	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure about the company's GHG emission reduction targets and climate transition plan would help shareholders better evaluate the company's strategy around the transition to a low-carbon economy and its management of related risks and opportunities.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/26/2024	632	632

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Cummins Inc.

Meeting Date: 05/14/2024 Country: USA Ticker: CMI Proxy Level: 3  
 Record Date: 03/21/2024 Meeting Type: Annual Meeting ID: 1842916  
 Primary Security ID: 231021106 Primary CUSIP: 231021106 Primary ISIN: US2310211063 Primary SEDOL: 2240202

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 571 \*Shares on Loan: 0 Shares Instructed: 571 Shares Voted: 571

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jennifer W. Rumsey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Elect Director Gary L. Belske	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
3	Elect Director Robert J. Bernhard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
4	Elect Director Bruno V. Di Leo Allen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
5	Elect Director Daniel W. Fisher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
6	Elect Director Carla A. Harris	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
7	Elect Director Thomas J. Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity. Cautionary votes FOR lead independent director Thomas Lynch are warranted in light of CMI's proposed regulatory settlement to resolve allegations that CMI violated the Clean Air Act, the financial and reputational cost of which will be borne by shareholders, and that robust independent board oversight in a heightened regulatory environment will be critical for creating and sustaining long-term shareholder value.</i>							
8	Elect Director William I. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
9	Elect Director Kimberly A. Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
10	Elect Director Karen H. Quintos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
11	Elect Director John H. Stone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Cummins Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as CEO pay and company performance are reasonably aligned at this time. That being said, the company provided limited disclosure surrounding the committee's rationale for excluding the charges relating to the proposed regulatory settlement, even though the former CEO and current CEO both had their calculated STI bonuses reduced. In this case, the majority of pay is conditioned on clearly disclosed financial performance metrics, and LTI outcomes are generally consistent with longer-term shareholder outcomes.</i></p>							
13	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.15 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
14	Require Independent Board Chair	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i></p>							
15	Disclose Plan to Link Executive Compensation to GHG Emissions Reduction Goals	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Incorporating climate-related performance measures, including GHG emissions reduction goals, as a broader component of senior executive pay setting decision-making would serve to further incentivize executives to ensure that company performance on environmental, social and sustainability considerations, alongside financial factors, is appropriately aligned with management's interests, the firm's stated commitments to sustainability, and long-term corporate strategy.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2024	Auto-Approved 04/24/2024	Shares Confirmed 04/25/2024	571	571
<b>Total Shares:</b>						<b>571</b>	<b>571</b>

## Five9, Inc.

<b>Meeting Date:</b> 05/14/2024	<b>Country:</b> USA	<b>Ticker:</b> FIVN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842920	
<b>Primary Security ID:</b> 338307101	<b>Primary CUSIP:</b> 338307101	<b>Primary ISIN:</b> US3383071012	<b>Primary SEDOL:</b> BKY7X18
<b>Votable Shares:</b> 2,375	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,375	<b>Shares Voted:</b> 2,375

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael Burdick	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Michael Burdick and Julie Iskow due to board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Julie Iskow	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Michael Burdick and Julie Iskow due to board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although a pay-for-performance misalignment is mitigated for the year in review, the Compensation Committee was not fully responsive to shareholder concerns following a low say-on-pay vote result. In particular, shareholders noted concerns regarding one-time grants given to the CEO and other NEO grants in FY22, yet the Compensation Committee did not provide any safeguards or assurances regarding any potential future grants going forward, though it is noted that some positive changes were made to the annual pay programs in response to shareholder feedback.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	2,375	2,375
<b>Total Shares:</b>						<b>2,375</b>	<b>2,375</b>

Highwoods Properties, Inc.

<b>Meeting Date:</b> 05/14/2024	<b>Country:</b> USA	<b>Ticker:</b> HIW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842112	
<b>Primary Security ID:</b> 431284108	<b>Primary CUSIP:</b> 431284108	<b>Primary ISIN:</b> US4312841087	<b>Primary SEDOL:</b> 2420640
<b>Votable Shares:</b> 5,572	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5,572	<b>Shares Voted:</b> 5,572

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Charles A. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Gene H. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Thomas P. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Highwoods Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Carlos E. Evans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director David L. Gadis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director David J. Hartzell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Theodore J. Klinck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Anne H. Lloyd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Candice W. Todd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.00 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;P&amp;S performance incentives, and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/05/2024	Auto-Approved 04/14/2024	Shares Confirmed 04/16/2024	5,572	5,572
<b>Total Shares:</b>						<b>5,572</b>	<b>5,572</b>

## Prudential Financial, Inc.

<b>Meeting Date:</b> 05/14/2024	<b>Country:</b> USA	<b>Ticker:</b> PRU	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841721	
<b>Primary Security ID:</b> 744320102	<b>Primary CUSIP:</b> 744320102	<b>Primary ISIN:</b> US7443201022	<b>Primary SEDOL:</b> 2819118
<b>Votable Shares:</b> 731	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 731	<b>Shares Voted:</b> 731

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gilbert F. Casellas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Robert M. Falzon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Martina Hund-Mejean	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Wendy E. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Charles F. Lowrey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Kathleen A. Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Sandra Pianalto	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Christine A. Poon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Douglas A. Scovanner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.39 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Annual incentives were entirely based on financial performance, and a majority of equity incentives are based on performance measured over a multi-year period. Additionally, pay and performance are reasonably aligned at this time. However, a vote AGAINST this proposal is warranted in light of problematic adjustments to the terms of outstanding PSUs. While disclosure surrounding the adjustments is robust and certain vesting caps were implemented, the adjustments ultimately resulted in a significant increase in the vesting result for closing-cycle awards and will meaningfully impact other outstanding cycles. The committee's rationale for such adjustments to outstanding PSUs is not considered compelling.</i>						
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/30/2024	Auto-Approved 04/30/2024	Shares Confirmed 05/01/2024	731	731

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

The Allstate Corporation

Meeting Date: 05/14/2024 Country: USA Ticker: ALL Proxy Level: 3  
 Record Date: 03/18/2024 Meeting Type: Annual Meeting ID: 1842941  
 Primary Security ID: 020002101 Primary CUSIP: 020002101 Primary ISIN: US0200021014 Primary SEDOL: 2019952

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 281 \*Shares on Loan: 0 Shares Instructed: 281 Shares Voted: 281

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald E. Brown	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Kermit R. Crawford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Richard T. Hume	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Margaret M. Keane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Siddharth N. (Bobby) Mehta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Maria Morris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jacques P. Perold	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Andrea Redmond	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Gregg M. Sherrill	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Monica Turner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# The Allstate Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Thomas J. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - High CEO pay relative to company performance compared to the company's peers.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.12 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2024	Auto-Approved 04/24/2024		281	281
<b>Total Shares:</b>						<b>281</b>	<b>281</b>

# Ventas, Inc.

<b>Meeting Date:</b> 05/14/2024	<b>Country:</b> USA	<b>Ticker:</b> VTR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843854	
<b>Primary Security ID:</b> 92276F100	<b>Primary CUSIP:</b> 92276F100	<b>Primary ISIN:</b> US92276F1003	<b>Primary SEDOL:</b> 2927925
<b>Votable Shares:</b> 1,129	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,129	<b>Shares Voted:</b> 1,129

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melody C. Barnes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Theodore R. Bigman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Debra A. Cafaro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Michael J. Emler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Ventas, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Matthew J. Lustig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Roxanne M. Martino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Marguerite M. Nader	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Sean P. Nolan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Joe V. Rodriguez, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Sumit Roy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Maurice S. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay is reasonably aligned for the year under review. Although concerns remain that the LTI TSR measures merely target median performance, the vast majority of the CEO's LTI awards are performance-conditioned tied to multi-year goals. Additionally, the committee returned to a formulaic STI plan in 2023 that is largely tied to full-year, pre-set objective measures.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2024	Auto-Approved 04/19/2024	Shares Confirmed 04/23/2024	1,129	1,129
<b>Total Shares:</b>						<b>1,129</b>	<b>1,129</b>

# Waste Management, Inc.

<b>Meeting Date:</b> 05/14/2024	<b>Country:</b> USA	<b>Ticker:</b> WM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/19/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843781	
<b>Primary Security ID:</b> 94106L109	<b>Primary CUSIP:</b> 94106L109	<b>Primary ISIN:</b> US94106L1098	<b>Primary SEDOL:</b> 2937667

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Waste Management, Inc.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 859

\*Shares on Loan: 0

Shares Instructed: 859

Shares Voted: 859

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas L. Bene	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Bruce E. Chinn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James C. Fish, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Andres R. Gluski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Victoria M. Holt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Kathleen M. Mazzarella	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Sean E. Menke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director William B. Plummer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Maryrose T. Sylvester	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time.</i>							
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/19/2024	Auto-Approved 04/19/2024	Shares Confirmed 04/23/2024	859	859

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



American International Group, Inc.

Meeting Date: 05/15/2024 Country: USA Ticker: AIG Proxy Level: 3  
 Record Date: 03/18/2024 Meeting Type: Annual Meeting ID: 1843847  
 Primary Security ID: 026874784 Primary CUSIP: 026874784 Primary ISIN: US0268747849 Primary SEDOL: 2027342

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 85 \*Shares on Loan: 0 Shares Instructed: 85 Shares Voted: 85

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paola Bergamaschi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director James Cole, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James (Jimmy) Dunne, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John (Chris) Inglis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Linda A. Mills	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Diana M. Murphy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Peter R. Porrino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John G. Rice	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Vanessa A. Wittman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Peter Zaffino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: CEO pay and company performance were reasonably aligned for the year in review. A qualitative review of incentive programs indicates largely performance-based pay, although certain design and disclosure issues are noted. Nevertheless, significant concerns are raised by the committee's limited degree of responsiveness following last year's failed say-on-pay vote. The committee made a commitment to limit one-time awards to extraordinary circumstances. While this is meaningful, it does not directly address shareholders' noted concerns regarding one-time award "quantum and structure." A failed say-on-pay vote warrants the highest degree of responsiveness, and the committee's actions are considered to fall short of that standard. Accordingly, a vote AGAINST this proposal is warranted.</i>							

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## American International Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.02 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Adopt Director Election Resignation Bylaw	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as there are no recurring issues or company-specific factors at AIG that suggest the proponent's more-stringent director resignation policy is necessary at this time.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	85	85
<b>Total Shares:</b>						<b>85</b>	<b>85</b>

## Annaly Capital Management, Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> NLY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845089	
<b>Primary Security ID:</b> 035710839	<b>Primary CUSIP:</b> 035710839	<b>Primary ISIN:</b> US0357108390	<b>Primary SEDOL:</b> BPMQ7X2
<b>Votable Shares:</b> 1,924	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,924	<b>Shares Voted:</b> 1,924

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francine J. Bovich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director David L. Finkelstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Thomas Hamilton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kathy Hopinkah Hannan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Michael Haylon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Annaly Capital Management, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Martin Laguerre	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Manon Laroche	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Eric A. Reeves	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director John H. Schaefer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Glenn A. Votek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Scott Wede	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Vicki Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to an unmitigated pay-for-performance misalignment. Half of LTI awards vest based on clearly-disclosed multi-year goals and the relative metric targets outperformance. However, there are significant concerns surrounding the corporate scorecard used to determine incentive awards. The structure is overly complex, and the minimum hurdle required to receive a payout does not appear meaningful. Concerns are heightened in the context of a relatively large cash incentive opportunity for the CEO and a target LTI opportunity which increased amid sustained TSR underperformance. In addition, concerns are raised with respect to high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay levels. While certain FY24 pay program commitments disclosed in a supplemental filing aimed at addressing pay program complexity and rigor appear positive, the commitments do not sufficiently mitigate concerns identified for the year in review.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.17 percent of the fees paid to the auditor are for non-audit purposes.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/02/2024	Auto-Approved 05/02/2024	Shares Confirmed 05/03/2024	1,924	1,924
<b>Total Shares:</b>						<b>1,924</b>	<b>1,924</b>

# Beacon Roofing Supply, Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> BECN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844490	
<b>Primary Security ID:</b> 073685109	<b>Primary CUSIP:</b> 073685109	<b>Primary ISIN:</b> US0736851090	<b>Primary SEDOL:</b> B02TS99

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Beacon Roofing Supply, Inc.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,512

\*Shares on Loan: 0

Shares Instructed: 1,512

Shares Voted: 1,512

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Stuart A. Randle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Julian G. Francis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Barbara G. Fast	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Alan Gershenhorn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Melanie M. Hart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Racquel H. Mason	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Robert M. McLaughlin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Earl Newsome, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Neil S. Novich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Douglas L. Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Beacon Roofing Supply, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/25/2024	1,512	1,512
<b>Total Shares:</b>						<b>1,512</b>	<b>1,512</b>

# BlackRock, Inc.

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** BLK      **Proxy Level:** 3  
**Record Date:** 03/21/2024      **Meeting Type:** Annual      **Meeting ID:** 1845101  
**Primary Security ID:** 09247X101      **Primary CUSIP:** 09247X101      **Primary ISIN:** US09247X1019      **Primary SEDOL:** 2494504

**Total Ballots:** 1      **Voting Policy:** UUA  
**Votable Shares:** 12      **\*Shares on Loan:** 0      **Shares Instructed:** 12      **Shares Voted:** 12

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Pamela Daley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Laurence D. Fink	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director William E. Ford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Fabrizio Freda	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Margaret "Peggy" L. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Robert S. Kapito	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Cheryl D. Mills	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Amin H. Nasser	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Gordon M. Nixon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Kristin C. Peck	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Charles H. Robbins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Marco Antonio Slim Domit	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1n	Elect Director Hans E. Vestberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1o	Elect Director Susan L. Wagner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1p	Elect Director Mark Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: While the majority of equity awards are based on clearly-disclosed multi-year goals that appear reasonably rigorous, there are significant concerns regarding the process used to determine annual cash incentive awards. Although annual cash incentive determinations are guided by performance assessments and consistent financial metrics were evaluated, payouts are ultimately discretionarily determined. The proxy lacks several key disclosures, including quantified target goals and individual metric weightings, which are important in assessing pay-for-performance linkage, particularly when discretionary determinations have contributed to a pay-for-performance misalignment. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.87 percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company's current policies, commitments, and disclosures provide sufficient information for shareholders to determine how the company mitigates any risks associated to its EEO Policy.</i>							
6	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
7	Report on Proxy Voting Record and Policies for Climate Change-Related Proposals	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on climate change-related issues, as well as providing a better understanding of the company's policy positions on such topics. Additional information regarding the potential risks of misalignment between the company's proxy voting policies and practices as well as the company's strategies for addressing those issues would further complement the company's commitments.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	12	12
<b>Total Shares:</b>						<b>12</b>	<b>12</b>

## Cytokinetics, Incorporated

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> CYTK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846797	
<b>Primary Security ID:</b> 23282W605	<b>Primary CUSIP:</b> 23282W605	<b>Primary ISIN:</b> US23282W6057	<b>Primary SEDOL:</b> BBBSBJ5
<b>Votable Shares:</b> 347	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 347
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 347	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert I. Blum	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Robert A. Harrington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/26/2024	Auto-Approved 04/26/2024	Shares Confirmed 04/27/2024	347	347
<b>Total Shares:</b>						<b>347</b>	<b>347</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Elevance Health, Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> ELV	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842448	
<b>Primary Security ID:</b> 036752103	<b>Primary CUSIP:</b> 036752103	<b>Primary ISIN:</b> US0367521038	<b>Primary SEDOL:</b> BSPHGL4
	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,033	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,033	<b>Shares Voted:</b> 1,033

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lewis Hay, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Antonio F. Neri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Ramiro G. Peru	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and performance are reasonably aligned for the year in review. Although a concern is noted about the lack of disclosure of forward-looking PSU targets under the LTIP, the majority of the CEO's pay remains based on objective financial performance metrics.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.42 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the Board to oversee and manage any potential risks related to the company's third-party memberships.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/27/2024	949	949
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/27/2024	84	84
<b>Total Shares:</b>						<b>1,033</b>	<b>1,033</b>

## Everest Group, Ltd.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> Bermuda	<b>Ticker:</b> EG	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849891	
<b>Primary Security ID:</b> G3223R108	<b>Primary CUSIP:</b> G3223R108	<b>Primary ISIN:</b> BMG3223R1088	<b>Primary SEDOL:</b> 2556868

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Total Ballots: 1

Voting Policy: UUA

Votable Shares: 249

\*Shares on Loan: 0

Shares Instructed: 249

Shares Voted: 249

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Amore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Juan C. Andrade	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director William F. Galtney, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director John A. Graf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Meryl Hartzband	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Gerri Losquadro	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Hazel McNeilage	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Roger M. Singer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Joseph V. Taranto	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were primarily determined by a pre-set financial metric with a performance target that appears rigorous, and half of the long-term incentive is performance conditioned. However, notable concerns persist regarding the structure of both the annual and long-term incentive programs.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/25/2024	249	249
<b>Total Shares:</b>						<b>249</b>	<b>249</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> FI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844491	
<b>Primary Security ID:</b> 337738108	<b>Primary CUSIP:</b> 337738108	<b>Primary ISIN:</b> US3377381088	<b>Primary SEDOL:</b> 2342034
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 716	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 716	<b>Shares Voted:</b> 716

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Henrique de Castro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Harry F. DiSimone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Lance M. Fritz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Ajei S. Gopal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Wafaa Mamilli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Heidi G. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Doyle R. Simons	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Kevin M. Warren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Charlotte B. Yarkoni	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted. Although a concern is noted, annual incentives are entirely based on pre-set financial goals, and the CEO s equity awards are primarily performance-based and measured over a multi-year period.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.79 percent of the fees paid to the auditor are for non-audit purposes.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	716	716
<b>Total Shares:</b>						<b>716</b>	<b>716</b>

## Halliburton Company

**Meeting Date:** 05/15/2024      **Country:** USA      **Ticker:** HAL      **Proxy Level:** 3  
**Record Date:** 03/18/2024      **Meeting Type:** Annual      **Meeting ID:** 1843340  
**Primary Security ID:** 406216101      **Primary CUSIP:** 406216101      **Primary ISIN:** US4062161017      **Primary SEDOL:** 2405302

**Total Ballots:** 2      **Voting Policy:** UUA  
**Votable Shares:** 5,214      **\*Shares on Loan:** 0      **Shares Instructed:** 5,214      **Shares Voted:** 5,214

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director William E. Albrecht	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director M. Katherine Banks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Earl M. Cummings	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Murry S. Gerber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Robert A. Malone	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Bhavesh V. (Bob) Patel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Maurice S. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Halliburton Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Janet L. Weiss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Tobi M. Edwards Young	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.65 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are primarily based on preset financial goals, and a majority of long-term incentives are based on performance measured over a multi-year period, targeting above the peer median.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2024	Auto-Approved 05/04/2024	Shares Confirmed 04/30/2024	5,094	5,094
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/04/2024	Auto-Approved 05/04/2024	Shares Confirmed 04/30/2024	120	120
<b>Total Shares:</b>						<b>5,214</b>	<b>5,214</b>

# Hilton Worldwide Holdings Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> HLT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845719	
<b>Primary Security ID:</b> 43300A203	<b>Primary CUSIP:</b> 43300A203	<b>Primary ISIN:</b> US43300A2033	<b>Primary SEDOL:</b> BYVMW06
<b>Votable Shares:</b> 1,070	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,070	<b>Shares Voted:</b> 1,070

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jonathan D. Gray	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Hilton Worldwide Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Chris Carr	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Judith A. McHale	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Elizabeth A. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Douglas M. Steenland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.60 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; - There are excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - There is high CEO pay in relation to company peer group CEO median pay levels.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	877	877
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	193	193
<b>Total Shares:</b>						<b>1,070</b>	<b>1,070</b>

# Host Hotels & Resorts, Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> HST	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845768	
<b>Primary Security ID:</b> 44107P104	<b>Primary CUSIP:</b> 44107P104	<b>Primary ISIN:</b> US44107P1049	<b>Primary SEDOL:</b> 2567503

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Host Hotels & Resorts, Inc.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 7,259

\*Shares on Loan: 0

Shares Instructed: 7,259

Shares Voted: 7,259

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mary L. Baglivo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Herman E. Bulls	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Diana M. Laing	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Richard E. Marriott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.6	Elect Director Walter C. Rakowich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director James F. Risoleo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Gordon H. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director A. William Stein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.86 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily linked to pre-set financial metrics and long-term incentives are primarily performance-based and utilize a multiyear performance period, although one metric is measured annually and the TSR performance shares merely target median performance.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	7,259	7,259
			04/19/2024	04/19/2024	04/25/2024		
<b>Total Shares:</b>						<b>7,259</b>	<b>7,259</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

ICU Medical, Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> ICUI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/19/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843675	
<b>Primary Security ID:</b> 44930G107	<b>Primary CUSIP:</b> 44930G107	<b>Primary ISIN:</b> US44930G1076	<b>Primary SEDOL:</b> 2451918

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 100	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 100
	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Vivek Jain	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director David C. Greenberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Elisha W. Finney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director David F. Hoffmeister	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Donald M. Abbey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Laurie Hernandez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Kolleen T. Kennedy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.57 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	100	100
			04/11/2024	04/15/2024	04/17/2024		
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> KSS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845769	
<b>Primary Security ID:</b> 500255104	<b>Primary CUSIP:</b> 500255104	<b>Primary ISIN:</b> US5002551043	<b>Primary SEDOL:</b> 2496113
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,348	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,348	<b>Shares Voted:</b> 1,348

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Wendy Arlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Michael J. Bender	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Yael Cosset	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Christine Day	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director H. Charles Floyd	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Thomas A. Kingsbury	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Robbin Mitchell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Jonas Prising	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director John E. Schlifske	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Adrienne Shapira	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Adolfo Villagomez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.44 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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# Kohl's Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Yes	Against	Against	Against	Against

*Voting Policy Rationale: A vote AGAINST this resolution is warranted as, absent clear performance concerns, the board is generally given latitude to determine its committee structure.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	1,348	1,348
<b>Total Shares:</b>						<b>1,348</b>	<b>1,348</b>

# Old Dominion Freight Line, Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> ODFL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/07/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1850626	
<b>Primary Security ID:</b> 679580100	<b>Primary CUSIP:</b> 679580100	<b>Primary ISIN:</b> US6795801009	<b>Primary SEDOL:</b> 2656423
<b>Votable Shares:</b> 133	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 133	<b>Shares Voted:</b> 133

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sherry A. Aaholm	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director David S. Congdon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director John R. Congdon, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Andrew S. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Kevin M. Freeman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Bradley R. Gabosch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Greg C. Gantt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director John D. Kasarda	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Old Dominion Freight Line, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Cheryl S. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Wendy T. Stallings	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Thomas A. Stith, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Leo H. Suggs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Annual incentives and equity awards are entirely performance-based.</i>							
3	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the size of the proposed increase in the number of authorized shares of common stock is reasonable.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company's sustainability efforts are noted, it is somewhat difficult to assess the company's strategy in reducing GHG emissions given the lack of quantifiable targets or a disclosed climate transition plan. Adopting both could better position the company to address regulatory requirements and changes in consumer sentiment. In addition, the requested proposal would provide shareholders greater transparency around the company's efforts and strategies to address climate-related risks.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2024	Auto-Approved 04/26/2024	Shares Confirmed 04/27/2024	133	133
<b>Total Shares:</b>						<b>133</b>	<b>133</b>

# PPL Corporation

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> PPL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 02/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844391	
<b>Primary Security ID:</b> 69351T106	<b>Primary CUSIP:</b> 69351T106	<b>Primary ISIN:</b> US69351T1060	<b>Primary SEDOL:</b> 2680905

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 925

\*Shares on Loan: 0

Shares Instructed: 925

Shares Voted: 925

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Arthur P. Beattie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Raja Rajamannar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Heather B. Redman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Craig A. Rogerson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Vincent Sorgi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Linda G. Sullivan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Natica von Althann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Keith H. Williamson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Phoebe A. Wood	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1j	Elect Director Armando Zagalo de Lima	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Some concern persists with regards to the relative TSR metric under the LTI program, which targets merely median TSR. However, the STIP was majority based on a pre-set financial metric and the LTI awards were mainly performance-based with clearly disclosed multi-year goals.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.08 percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	925	925

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Reliance, Inc.

Meeting Date: 05/15/2024 Country: USA Ticker: RS Proxy Level: 3  
 Record Date: 03/28/2024 Meeting Type: Annual Meeting ID: 1844456  
 Primary Security ID: 759509102 Primary CUSIP: 759509102 Primary ISIN: US7595091023 Primary SEDOL: 2729068

Votable Shares: 172 Total Ballots: 1 Voting Policy: UUA  
 \*Shares on Loan: 0 Shares Instructed: 172 Shares Voted: 172

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lisa L. Baldwin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Karen W. Colonias	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Frank J. Dellaquila	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Mark V. Kaminski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Karla R. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert A. McEvoy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director David W. Seeger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Douglas W. Stotlar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.36 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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# Reliance, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/24/2024	172	172
<b>Total Shares:</b>						<b>172</b>	<b>172</b>

# Robert Half Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> RHI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849774	
<b>Primary Security ID:</b> 770323103	<b>Primary CUSIP:</b> 770323103	<b>Primary ISIN:</b> US7703231032	<b>Primary SEDOL:</b> 2110703

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 2,233	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 2,233
	<b>Shares Voted:</b> 2,233

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jana L. Barsten	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Julia L. Coronado	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Dirk A. Kempthorne	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Harold M. Messmer, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Marc H. Morial	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Robert J. Pace	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Frederick A. Richman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director M. Keith Waddell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Marnie H. Wilking	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentive awards are based entirely on pre-set financial goals, and long-term incentives are entirely performance-based.</i>						

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## Robert Half Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/27/2024	2,233	2,233
<b>Total Shares:</b>						<b>2,233</b>	<b>2,233</b>

## The Hartford Financial Services Group, Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> HIG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845903	
<b>Primary Security ID:</b> 416515104	<b>Primary CUSIP:</b> 416515104	<b>Primary ISIN:</b> US4165151048	<b>Primary SEDOL:</b> 2476193
<b>Votable Shares:</b> 2,148	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 2,148	<b>Shares Voted:</b> 2,148

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry D. De Shon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Carlos Dominguez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Trevor Fetter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Donna A. James	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Edmund Reese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Teresa Wynn Roseborough	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Virginia P. Rueterholz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Christopher J. Swift	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## The Hartford Financial Services Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Matthew E. Winter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Greig Woodring	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>							
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonable balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	2,148	2,148
<b>Total Shares:</b>						<b>2,148</b>	<b>2,148</b>

## The Travelers Companies, Inc.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> TRV	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843851	
<b>Primary Security ID:</b> 89417E109	<b>Primary CUSIP:</b> 89417E109	<b>Primary ISIN:</b> US89417E1091	<b>Primary SEDOL:</b> 2769503
<b>Votable Shares:</b> 296	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 296	<b>Shares Voted:</b> 296

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Russell G. Golden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director William J. Kane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Thomas B. Leonardi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Clarence Otis, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Elizabeth E. Robinson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Rafael Santana	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Todd C. Schermerhorn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Alan D. Schnitzer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Laurie J. Thomsen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Bridget van Kralingen	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director David S. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.04 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. While the majority of long-term incentives are based on clearly disclosed multi-year goals, significant concerns are noted regarding the discretionary nature of the STI program and the lack of certain key disclosures. While certain financial target goals are disclosed, other key disclosures are lacking, including target opportunities, individual metric weightings, the impact of individual performance on pay outcomes, and quantified threshold and maximum goals. Specific concerns are further raised with respect to high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay. The lack of key disclosures impedes a fully-informed assessment of pay outcomes relative to company performance, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.</i>						
4	Report on Methane Emissions	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as report on the company's methane emissions will permit the company and shareholders alike to appropriately assess risks related to methane emissions.</i>						
5	Report on GHG Emissions Associated with Underwriting and Insuring for High Carbon Sectors	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, because the requested report would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



## The Travelers Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Report on Human Rights Risk in Underwriting	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would help investors better understand how the company is managing its reputational, financial, legal, and regulatory risks related to human rights risks in its underwriting.</i></p>							
7	Consider Pay Disparity Between CEO and Other Employees	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted for the following reasons:- Consideration of pay grades and/or salary ranges of all classification of company employees when setting target amounts for CEO compensation would serve to further eliminate excessive pay disparities; and- Excessive pay disparities could pose risks to long-term shareholder value, and impact employee morale as well as a company's standing in the communities in which it operates.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	296	296
<b>Total Shares:</b>						<b>296</b>	<b>296</b>

## US Foods Holding Corp.

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> USFD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843837	
<b>Primary Security ID:</b> 912008109	<b>Primary CUSIP:</b> 912008109	<b>Primary ISIN:</b> US9120081099	<b>Primary SEDOL:</b> BYVFC94
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,024	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,024	<b>Shares Voted:</b> 2,024

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl A. Bachelder	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Robert M. Dutkowsky	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director David E. Flitman	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Marla Gottschalk	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Sunil Gupta	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1f	Elect Director Carl Andrew Pforzheimer	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## US Foods Holding Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Quentin Roach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director David M. Tehle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Ann E. Ziegler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as mitigating factors for the pay-for-performance misalignment have been identified for the year in review. While some concerns are noted regarding the long-term incentive program, half of the annual-cycle long-term incentives are performance conditioned and annual incentives were entirely determined by pre-set objective metrics, with targets that appear rigorous. In addition, the relatively large increase in CEO compensation was primarily driven by make-whole awards granted to account for forfeited pay with his prior employer and the overall magnitude of his compensation should normalize in the following year.</i>							
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.14 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	2,024	2,024
<b>Total Shares:</b>						<b>2,024</b>	<b>2,024</b>

## Valero Energy Corporation

<b>Meeting Date:</b> 05/15/2024	<b>Country:</b> USA	<b>Ticker:</b> VLO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1839588	
<b>Primary Security ID:</b> 91913Y100	<b>Primary CUSIP:</b> 91913Y100	<b>Primary ISIN:</b> US91913Y1001	<b>Primary SEDOL:</b> 2041364
<b>Votable Shares:</b> 520	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 520	<b>Shares Voted:</b> 520

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fred M. Diaz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Valero Energy Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director H. Paulett Eberhart	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Marie A. Ffolkes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Joseph W. Gordner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kimberly S. Greene	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Deborah P. Majoras	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Deborah Majoras, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>							
1g	Elect Director Eric D. Mullins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Robert A. Profusek	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director R. Lane Riggs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Randall J. Weisenburger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned. A majority of annual incentives and half of long-term incentives are based on pre-set objective targets. Beginning in 2023, relative TSR targets above the median and payouts will be capped at target if the absolute TSR is negative.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.3 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/27/2024	390	390
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/27/2024	130	130

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

AT&T Inc.

Meeting Date: 05/16/2024 Country: USA Ticker: T Proxy Level: 3  
 Record Date: 03/18/2024 Meeting Type: Annual Meeting ID: 1845085  
 Primary Security ID: 00206R102 Primary CUSIP: 00206R102 Primary ISIN: US00206R1023 Primary SEDOL: 2831811

Total Ballots: 2 Voting Policy: UUA  
 Votable Shares: 5,351 \*Shares on Loan: 0 Shares Instructed: 5,351 Shares Voted: 5,351

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Scott T. Ford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Glenn H. Hutchins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director William E. Kennard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Stephen J. Luczo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Michael B. McCallister	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Beth E. Mooney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Matthew K. Rose	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director John T. Stankey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Cynthia B. Taylor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Luis A. Ubinas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.83 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are aligned for the year in review. While concerns remain related to the CEO's relatively high salary and life insurance perquisite, annual and long-term incentives are primarily performance-conditioned based on financial metrics, and the LTI utilizes a multi-year performance period.</i>							
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chair of the board.</i>							
5	Amend Clawback Policy	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company's recoupment policies are relatively robust and address the concerns raised by the shareholder proposal.</i>							
6	Report on Respecting Workforce Civil Liberties	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as AT&amp;T appears to be taking appropriate measures to address the risk of discrimination against employees based on religion or political, social and/or environmental views.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	5,220	5,220
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	131	131
<b>Total Shares:</b>						<b>5,351</b>	<b>5,351</b>

**AvalonBay Communities, Inc.**

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> AVB	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841553	
<b>Primary Security ID:</b> 053484101	<b>Primary CUSIP:</b> 053484101	<b>Primary ISIN:</b> US0534841012	<b>Primary SEDOL:</b> 2131179
<b>Votable Shares:</b> 1,795	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,795	<b>Shares Voted:</b> 1,795

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Terry S. Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ronald L. Havner, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# AvalonBay Communities, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Stephen P. Hills	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Christopher B. Howard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Richard J. Lieb	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Nnenna Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Charles E. Mueller, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Timothy J. Naughton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Benjamin W. Schall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Susan Swanezy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Despite concerns regarding the goal rigor of some LTI metrics, the short-term incentive plan is primarily based on quantitative financial and operational metrics, and the long-term incentive plan is entirely performance-based.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.70 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024		1,795	1,795
<b>Total Shares:</b>						<b>1,795</b>	<b>1,795</b>

# Avient Corporation

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> AVNT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/19/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1840191	
<b>Primary Security ID:</b> 05368V106	<b>Primary CUSIP:</b> 05368V106	<b>Primary ISIN:</b> US05368V1061	<b>Primary SEDOL:</b> BMHWY55

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 3,881

\*Shares on Loan: 0

Shares Instructed: 3,881

Shares Voted: 3,881

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert E. Abernathy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Richard H. Fearon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Gregory J. Goff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Neil Green	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director William R. Jellison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Ashish K. Khandpur	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Sandra Beach Lin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Kim Ann Mink	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Ernest Nicolas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Kerry J. Preete	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Patricia Verduin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director William A. Wulfsohn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.52 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Avient Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/24/2024	Auto-Approved 04/24/2024	Shares Confirmed 04/25/2024	3,881	3,881
<b>Total Shares:</b>						<b>3,881</b>	<b>3,881</b>

# Cable One, Inc.

**Meeting Date:** 05/16/2024      **Country:** USA      **Ticker:** CABO      **Proxy Level:** 3  
**Record Date:** 04/01/2024      **Meeting Type:** Annual      **Meeting ID:** 1847572  
**Primary Security ID:** 12685J105      **Primary CUSIP:** 12685J105      **Primary ISIN:** US12685J1051      **Primary SEDOL:** BZ07DS4

**Total Ballots:** 1      **Voting Policy:** UUA  
**Votable Shares:** 9      **\*Shares on Loan:** 0      **Shares Instructed:** 9      **Shares Voted:** 9

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director P. Robert Bartolo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Brad D. Brian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Deborah J. Kissire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Julia M. Laulis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Mary E. Meduski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Thomas O. Might	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Sherrese M. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Wallace R. Weitz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Katharine B. Weymouth	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.80 percent of the fees paid to the auditor are for non-audit purposes.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



## Cable One, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/27/2024	9	9
<b>Total Shares:</b>						<b>9</b>	<b>9</b>

## Carter's, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> CRI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844800	
<b>Primary Security ID:</b> 146229109	<b>Primary CUSIP:</b> 146229109	<b>Primary ISIN:</b> US1462291097	<b>Primary SEDOL:</b> 2980939
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 842	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 842	<b>Shares Voted:</b> 842

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rochester (Rock) Anderson, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Jeffrey H. Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Hali Borenstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Michael D. Casey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Luis Borgen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Jevin S. Eagle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Mark P. Hipp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director William J. Montgoris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Carter's, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Stacey S. Rauch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Gretchen W. Schar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Stephanie P. Stahl	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/30/2024	Auto-Approved 04/30/2024	Shares Confirmed 05/01/2024	842	842
<b>Total Shares:</b>						<b>842</b>	<b>842</b>

## Cboe Global Markets, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> CBOE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/21/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844873	
<b>Primary Security ID:</b> 12503M108	<b>Primary CUSIP:</b> 12503M108	<b>Primary ISIN:</b> US12503M1080	<b>Primary SEDOL:</b> B5834C5
<b>Votable Shares:</b> 93	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 93	<b>Shares Voted:</b> 93

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William M. Farrow, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Fredric J. Tomczyk	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Edward J. Fitzpatrick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Ivan K. Fong	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Janet P. Froetscher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jill R. Goodman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Erin A. Mansfield	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Cecilia H. Mao	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Alexander J. Maturri, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Jennifer J. McPeck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Roderick A. Palmore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director James E. Parisi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company underwent a sudden leadership change in late 2023. While the entirely time-based equity grant to the new CEO raises some concern, he will not receive an additional grant in 2024 and the aggregate size of the award is relatively modest when annualized. Outside of this one-time award, annual incentives were based largely on pre-set objective measures and regular annual equity grants to other NEOs were half performance-conditioned.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Provide Right to Call Special Meeting	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the ability to call special meetings would improve shareholder rights, this proposal is merely an advisory request to provide a special meeting right with a 25 percent ownership threshold with otherwise undefined terms. The 25 percent ownership threshold is considered relatively high for a company of this size. Moreover, the proposed 10 percent threshold in Item 6 is considered more appropriate and it is recommended that shareholders vote in favor of Item 6.</i>						
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the ability to call special meetings would improve shareholder rights. The proposed 10 percent ownership threshold is more appropriate for a company of this size relative to the 25 percent proposed by management in Item 5, which also lacks specificity in its terms.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/02/2024	Auto-Approved 05/02/2024	Shares Confirmed 05/03/2024	93	93
<b>Total Shares:</b>						<b>93</b>	<b>93</b>

Chubb Limited

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> Switzerland	<b>Ticker:</b> CB	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842913	
<b>Primary Security ID:</b> H1467J104	<b>Primary CUSIP:</b> H1467J104	<b>Primary ISIN:</b> CH0044328745	<b>Primary SEDOL:</b> B3BQMF6
<b>Votable Shares:</b> 100	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this routine item is warranted due to a lack of concerns.</i>							
2.1	Allocate Disposable Profit	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>							
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted due to a lack of concerns.</i>							
3	Approve Discharge of Board of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted, as there is no evidence that the board has not fulfilled their fiduciary duties.</i>							
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.60 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.60 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal to ratify the special auditor is warranted.</i>							
5.1	Elect Director Evan G. Greenberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5.2	Elect Director Michael P. Connors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.3	Elect Director Michael G. Atieh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.4	Elect Director Nancy K. Buese	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.5	Elect Director Sheila P. Burke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.6	Elect Director Nelson J. Chai	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.7	Elect Director Michael L. Corbat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.8	Elect Director Robert J. Hugin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.9	Elect Director Robert W. Scully	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.10	Elect Director Theodore E. Shasta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.11	Elect Director David H. Sidwell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.12	Elect Director Olivier Steimer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
5.13	Elect Director Frances F. Townsend	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Evan G. Greenberg as board chair is warranted because he serves as combined CEO/chair</i>						
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>						
7.2	Elect David H. Sidwell as Member of the Compensation Committee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to the lack of governance concerns and controversy surrounding the board of directors (other than the combination of the chair and CEO roles).</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Votes AGAINST the proposed nominee are warranted as her election to the board, under Item 5, is not warranted.</i>						
8	Designate Homburger AG as Independent Proxy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concerns.</i>						
9	Cancel Repurchased Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.</i>						
10	Amend Articles Re: Creation of a Capital Band	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amount and duration are within recommended limits.</i>						
11	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>						
12.1	Approve Remuneration of Directors in the Amount of USD 5.5 Million	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the requested amount is broadly in line with market practice.</i>						
12.2	Approve Remuneration of Executive Management in the Amount of USD 72 Million for Fiscal 2025	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As the company is classified as a US domestic issuer, and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis. Accordingly, a vote FOR this proposal is warranted.</i>						
12.3	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis. Accordingly, a vote FOR is warranted.</i>						
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: On balance, a vote FOR this proposal is warranted. The largely discretionary annual incentive award paired with certain lacking key disclosures raises some concern. Nevertheless, these issues have not contributed to a quantitative pay-for-performance misalignment. Additionally, the CEO's LTI equity awards are entirely performance-contingent, subject to multi-year goals.</i>						
14	Approve Sustainability Report	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the approval of the company's non-financial report is warranted. Nevertheless, support is qualified considering the lack of broader external assurance that would confirm the validity of the information. Rather, only the greenhouse gas emissions metrics have been subject to limited assurance.</i>						
15	Report on GHG Emissions Associated with Underwriting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it would help shareholders better understand the company's climate-related risks from its underwriting, investment, and insurance activities.</i>						

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# Chubb Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
16	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's initiatives to encourage diversity, inclusion, and non-discriminatory treatment.</i>							
A	Transact Other Business	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as proposals which are detrimental to shareholder value may arise without shareholders having the opportunity to make a fully informed vote on the issue.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/06/2024	Auto-Approved 05/06/2024	Shares Confirmed 05/08/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# CoreCivic, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> CXW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1840875	
<b>Primary Security ID:</b> 21871N101	<b>Primary CUSIP:</b> 21871N101	<b>Primary ISIN:</b> US21871N1019	<b>Primary SEDOL:</b> BZ8VC58
<b>Votable Shares:</b> 234	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 234	<b>Shares Voted:</b> 234

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert J. Dennis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mark A. Emkes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Alexander R. Fischer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Catherine Hernandez-Blades	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Damon T. Hininger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Stacia A. Hylton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Harley G. Lappin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Anne L. Mariucci	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Thurgood Marshall, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Devin I. Murphy	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1k	Elect Director John R. Prann, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.83 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/18/2024	Auto-Approved 04/18/2024	Shares Confirmed 05/03/2024	234	234
<b>Total Shares:</b>						<b>234</b>	<b>234</b>

**CVS Health Corporation**

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> CVS	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845934	
<b>Primary Security ID:</b> 126650100	<b>Primary CUSIP:</b> 126650100	<b>Primary ISIN:</b> US1266501006	<b>Primary SEDOL:</b> 2577609
<b>Votable Shares:</b> 1,847	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,847	<b>Shares Voted:</b> 1,847

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Jeffrey R. Balsler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director C. David Brown, II	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Alecia A. DeCoudreaux	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Nancy-Ann M. DeParle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Roger N. Farah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Anne M. Finucane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director J. Scott Kirby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Karen S. Lynch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Michael F. Mahoney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jean-Pierre Millon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.76 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: After a review of the company's compensation program and practices, a vote FOR this proposal is warranted, as pay is reasonably aligned with performance at this time.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining Rights	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. A third-party assessment would help shareholders better evaluate various allegations related to freedom of association and collective bargaining and the company's management of any associated risks.</i>						

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# CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Adopt Director Election Resignation Bylaw	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted, as there are no recurring issues regarding failed director elections at the company that would suggest the proposed policy is needed.</i>							
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.</i>							
8	Adopt Policy to Require Director Allocation of Hours Disclosure	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted given that CVS discloses detailed requirements and procedures that directors must follow in order to join another private or public board, and there are no concerns with overboarding at CVS.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024		1,746	1,746
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024		101	101
<b>Total Shares:</b>						<b>1,847</b>	<b>1,847</b>

# Euronet Worldwide, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> EEFT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845965	
<b>Primary Security ID:</b> 298736109	<b>Primary CUSIP:</b> 298736109	<b>Primary ISIN:</b> US2987361092	<b>Primary SEDOL:</b> 2320148
<b>Votable Shares:</b> 1,044	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,044	<b>Shares Voted:</b> 1,044

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Paul S. Althasen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Michael N. Frumkin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Thomas A. McDonnell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Euronet Worldwide, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; - High CEO pay in relation to company peer group CEO median pay levels; - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i></p>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.71 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	1,044	1,044
<b>Total Shares:</b>						<b>1,044</b>	<b>1,044</b>

## Harley-Davidson, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> HOG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845880	
<b>Primary Security ID:</b> 412822108	<b>Primary CUSIP:</b> 412822108	<b>Primary ISIN:</b> US4128221086	<b>Primary SEDOL:</b> 2411053
<b>Votable Shares:</b> 1,163	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,163	<b>Shares Voted:</b> 1,163

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Troy Alstead	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Jared D. Dourdeville	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director James Duncan Farley, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.4	Elect Director Allan Golston	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Sara Levinson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.6	Elect Director Norman Thomas Linebarger	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Harley-Davidson, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Rafeh Masood	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Maryrose Sylvester	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Jochen Zeitz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee was sufficiently responsive to shareholders' concerns after last year's relatively low say-on-pay vote. However, an unmitigated pay-for-performance misalignment exists for the third successive year. While long-term incentives will implement a three-year performance period beginning with FY24 awards, FY23 grants continued to use annual performance periods with limited disclosure of goals, and the CEO received entirely time-vesting equity awards. In addition, the CEO received a sizable supplemental annual bonus opportunity which was fully earned, with limited disclosure of how the committee determined the award's magnitude, goals, and total achievement.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/04/2024	Auto-Approved 05/04/2024	Shares Confirmed 05/07/2024	1,163	1,163
<b>Total Shares:</b>						<b>1,163</b>	<b>1,163</b>

## Hasbro, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> HAS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844274	
<b>Primary Security ID:</b> 418056107	<b>Primary CUSIP:</b> 418056107	<b>Primary ISIN:</b> US4180561072	<b>Primary SEDOL:</b> 2414580
<b>Votable Shares:</b> 5,213	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5,213	<b>Shares Voted:</b> 5,213

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Hope F. Cochran	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Christian P. Cocks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Lisa Gersh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Frank D. Gibeau	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Elizabeth Hamren	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Darin S. Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Blake J. Jorgensen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Owen Mahoney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Laurel J. Richie	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Richard S. Stoddart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Mary Beth West	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, though some concerns exist in the STI plan regarding the individual performance assessment which appears to be relatively subjective. Nevertheless, the annual incentives are primarily based on preset financial goals, and half of the equity awards are performance-based and measured over a multi-year performance period.</i>						
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.21 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/26/2024	5,213	5,213
<b>Total Shares:</b>						<b>5,213</b>	<b>5,213</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> LEA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844571	
<b>Primary Security ID:</b> 521865204	<b>Primary CUSIP:</b> 521865204	<b>Primary ISIN:</b> US5218652049	<b>Primary SEDOL:</b> B570P91

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 1,108	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 1,108
	<b>Shares Voted:</b> 1,108

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mei-Wei Cheng	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Jonathan F. Foster	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Bradley M. Halverson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Mary Lou Jepsen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Roger A. Krone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Patricia L. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Kathleen A. Ligocki	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Conrad L. Mallett, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Raymond E. Scott	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Greg C. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.57 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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# Lear Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/23/2024	Auto-Approved 04/23/2024	Shares Confirmed 04/25/2024	1,108	1,108
<b>Total Shares:</b>						<b>1,108</b>	<b>1,108</b>

## O'Reilly Automotive, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> ORLY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/07/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842450	
<b>Primary Security ID:</b> 67103H107	<b>Primary CUSIP:</b> 67103H107	<b>Primary ISIN:</b> US67103H1077	<b>Primary SEDOL:</b> B65LWX6

<b>Votable Shares:</b> 199	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 199
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 199	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg Henslee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director David O'Reilly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Larry O'Reilly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Gregory D. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Thomas T. Hendrickson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director John R. Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Dana M. Perlman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Maria A. Sastre	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Andrea M. Weiss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Fred Whitfield	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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## O'Reilly Automotive, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 22.40 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2024	Auto-Approved 04/24/2024	Shares Confirmed 04/25/2024	199	199
<b>Total Shares:</b>						<b>199</b>	<b>199</b>

## Otis Worldwide Corporation

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> OTIS	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845966	
<b>Primary Security ID:</b> 68902V107	<b>Primary CUSIP:</b> 68902V107	<b>Primary ISIN:</b> US68902V1070	<b>Primary SEDOL:</b> BK531S8
<b>Votable Shares:</b> 1,017	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,017	<b>Shares Voted:</b> 1,017

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jeffrey H. Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jill C. Brannon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Nelda J. Connors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Kathy Hopinkah Hannan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Shailesh G. Jejurikar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Christopher J. Kearney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Judith F. Marks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Margaret M. V. Preston	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Shelley Stewart, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director John H. Walker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned. A concern is noted regarding mid-flight adjustments to closing-cycle PSUs. However, the short-term incentive was primarily based on pre-set financial metrics, and the long-term incentive was half performance-conditioned with a multi-year measurement period.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.04 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt Policy on Improved Majority Voting for Election of Directors	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted, as there are no recurring issues regarding failed director elections at the company that would suggest the proposed policy is needed.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	1,017	1,017
<b>Total Shares:</b>						<b>1,017</b>	<b>1,017</b>

# Rayonier Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> RYN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844487	
<b>Primary Security ID:</b> 754907103	<b>Primary CUSIP:</b> 754907103	<b>Primary ISIN:</b> US7549071030	<b>Primary SEDOL:</b> 2473138

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 6,378

\*Shares on Loan: 0

Shares Instructed: 6,378

Shares Voted: 6,378

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott R. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Keith E. Bass	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Gregg A. Gonsalves	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director V. Larkin Martin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Mark D. McHugh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Meridee A. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Ann C. Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Matthew J. Rivers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Andrew G. Wiltshire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Ratify Ernst & Young, LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 13.24 percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/12/2024	Auto-Approved 04/16/2024	Shares Confirmed 04/18/2024	6,378	6,378
<b>Total Shares:</b>						<b>6,378</b>	<b>6,378</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Repligen Corporation

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> RGEN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842926	
<b>Primary Security ID:</b> 759916109	<b>Primary CUSIP:</b> 759916109	<b>Primary ISIN:</b> US7599161095	<b>Primary SEDOL:</b> 2731654
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 457	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 457	<b>Shares Voted:</b> 457

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tony J. Hunt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Karen A. Dawes	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Nicolas M. Barthelemy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Carrie Eglinton Manner	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1e	Elect Director Konstantin Konstantinov	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Martin D. Madaus	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Rohin Mhatre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Glenn P. Muir	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1i	Elect Director Margaret A. Pax	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 25.86 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Repligen Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/22/2024	Auto-Approved 04/22/2024	Shares Confirmed 04/23/2024	457	457
<b>Total Shares:</b>						<b>457</b>	<b>457</b>

## SPS Commerce, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> SPSC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844877	
<b>Primary Security ID:</b> 78463M107	<b>Primary CUSIP:</b> 78463M107	<b>Primary ISIN:</b> US78463M1071	<b>Primary SEDOL:</b> B57VWJ3

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 767	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 767
	<b>Shares Voted:</b> 767

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chad Collins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director James Ramsey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Marty Reaume	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Tami Reller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1e	Elect Director Philip Soran	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Anne Sempowski Ward	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1g	Elect Director Sven Wehrwein	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 31.36 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

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## SPS Commerce, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 05/01/2024	767	767
<b>Total Shares:</b>						<b>767</b>	<b>767</b>

## Texas Roadhouse, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> TXRH	<b>Proxy Level:</b> 4
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845350	
<b>Primary Security ID:</b> 882681109	<b>Primary CUSIP:</b> 882681109	<b>Primary ISIN:</b> US8826811098	<b>Primary SEDOL:</b> B033TJ7
<b>Votable Shares:</b> 1,039	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 1,039
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,039	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jane Grote Abell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Michael A. Crawford	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Donna E. Epps	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Wayne L. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Gregory N. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Gerald L. Morgan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Curtis A. Warfield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Texas Roadhouse, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director Kathleen M. Widmer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director James R. Zarley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.46 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company made a sizable cash severance to a NEO upon retirement, which does not appear to be involuntary. This is considered a problematic pay practice.</i>							
4	Eliminate Class B Common Stock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it is primarily housekeeping in nature and would not diminish the rights of shareholders. All references to Class B shares are no longer necessary or applicable given that no Class B shares are outstanding.</i>							
5	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing protections afforded to directors, providing protections to officers that would allow the company to attract and retain quality personnel without negatively impacting shareholder rights.</i>							
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a reduction in the ownership threshold for shareholders to call a special meeting would represent an improvement to the current right.</i>							
7	Report on Efforts to Reduce GHG Emissions in Alignment with Paris Agreement Goal	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure on its efforts to reduce greenhouse gas emissions.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/02/2024	Auto-Approved 05/02/2024	Shares Confirmed 05/03/2024	1,039	1,039
<b>Total Shares:</b>						<b>1,039</b>	<b>1,039</b>

## The Home Depot, Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> HD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842737	
<b>Primary Security ID:</b> 437076102	<b>Primary CUSIP:</b> 437076102	<b>Primary ISIN:</b> US4370761029	<b>Primary SEDOL:</b> 2434209

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 448

\*Shares on Loan: 0

Shares Instructed: 448

Shares Voted: 448

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ari Bousbib	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Jeffery H. Boyd	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Jeffery Boyd, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>							
1d	Elect Director Gregory D. Brenneman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director J. Frank Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Edward P. Decker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Wayne M. Hewett	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Manuel Kadre	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Stephanie C. Linnartz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Paula Santilli	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Caryn Seidman-Becker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The short-term incentive is entirely based on pre-set financial metrics and the long-term incentive is primarily performance-based, and half of equity grants use a multi-year performance period.</i>							

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# The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Adopt Policy to Require Board of Directors Members to Disclose their Political Donations	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The personal donation decision made by director nominees are not relevant to their responsibility to exercise their fiduciary duty to the company, and the company discloses sufficient policies, procedures, and oversight to avoid directors making contributions on behalf of the company without approval.</i></p>							
5	Report on Political Spending Congruency	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending</i></p>							
6	Report on Corporate Contributions	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its corporate contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i></p>							
7	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its anti-discrimination policies.</i></p>							
8	Disclose a Biodiversity Impact and Dependency Assessment	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as further disclosures would help shareholders assess how the company is managing related risks associated with biodiversity loss as well as adequately track progress on these issues.</i></p>							
9	Clawback of Incentive Payments	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2024	Auto-Approved 05/03/2024	Shares Confirmed 05/04/2024	448	448
<b>Total Shares:</b>						<b>448</b>	<b>448</b>

# Xylem Inc.

<b>Meeting Date:</b> 05/16/2024	<b>Country:</b> USA	<b>Ticker:</b> XYL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843764	
<b>Primary Security ID:</b> 98419M100	<b>Primary CUSIP:</b> 98419M100	<b>Primary ISIN:</b> US98419M1009	<b>Primary SEDOL:</b> B3P2CN8
<b>Votable Shares:</b> 621	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 621	<b>Shares Voted:</b> 621

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	Yes	For	For	Against	Against

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Earl R. Ellis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Robert F. Friel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Lisa Glatch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Victoria D. Harker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Mark D. Morelli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jerome A. Peribere	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Matthew F. Pine	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Lila Tretikov	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Uday Yadav	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.14 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. There is some concern surrounding the LTI, as the relative TSR PSUs target median performance. However, annual incentives are primarily based on pre-set financial metrics with target goals that exceeded the prior year's results. In addition, half of the long-term incentives' targeted value is performance-based with a multi-year performance period and disclosed forward-looking goals.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	621	621
			04/26/2024	04/26/2024	04/27/2024		
<b>Total Shares:</b>						<b>621</b>	<b>621</b>

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

Alliant Energy Corporation

<b>Meeting Date:</b> 05/17/2024	<b>Country:</b> USA	<b>Ticker:</b> LNT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843333	
<b>Primary Security ID:</b> 018802108	<b>Primary CUSIP:</b> 018802108	<b>Primary ISIN:</b> US0188021085	<b>Primary SEDOL:</b> 2973821

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 3,487	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 3,487
	<b>Shares Voted:</b> 3,487

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christie Raymond	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ignacio A. Cortina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Lisa M. Barton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Stephanie L. Cox	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Roger K. Newport	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Carol P. Sanders	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Some concern is noted about a portion of the performance equity awards, which target median performance with no cap on awards in the event of negative absolute TSR. The long-term incentives are majority performance based, with all performance equity utilizing a multi-year performance period. Additionally, the annual incentive plan is predominately based on a pre-set financial metric.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.81 percent of the fees paid to the auditor are for non-audit purposes.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	3,487	3,487
<b>Total Shares:</b>						<b>3,487</b>	<b>3,487</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/17/2024	<b>Country:</b> USA	<b>Ticker:</b> CYRX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844480	
<b>Primary Security ID:</b> 229050307	<b>Primary CUSIP:</b> 229050307	<b>Primary ISIN:</b> US2290503075	<b>Primary SEDOL:</b> BY2ZKK0
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 3,600	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,600	<b>Shares Voted:</b> 3,600

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Linda Baddour	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Richard J. Berman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is retired from active employment and sits on boards at more than 5 public companies.</i>						
1.3	Elect Director Daniel M. Hancock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Robert Hariri	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.5	Elect Director Ram M. Jagannath	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Ramkumar Mandalam	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Jerrell W. Shelton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 04/17/2024	Auto-Approved 04/17/2024	Shares Confirmed 04/30/2024	3,600	3,600
<b>Total Shares:</b>						<b>3,600</b>	<b>3,600</b>

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

# Intercontinental Exchange, Inc.

**Meeting Date:** 05/17/2024      **Country:** USA      **Ticker:** ICE      **Proxy Level:** 3  
**Record Date:** 03/21/2024      **Meeting Type:** Annual      **Meeting ID:** 1842969  
**Primary Security ID:** 45866F104      **Primary CUSIP:** 45866F104      **Primary ISIN:** US45866F1049      **Primary SEDOL:** BFSSDS9

**Total Ballots:** 1      **Voting Policy:** UUA  
**Votable Shares:** 235      **\*Shares on Loan:** 0      **Shares Instructed:** 235      **Shares Voted:** 235

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Shantella E. Cooper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Duriya M. Farooqui	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Mark F. Mulhern	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Thomas E. Noonan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Caroline L. Silver	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Jeffrey C. Sprecher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Judith A. Sprieser	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Martha A. Tirinnanzi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. A majority of short- and long-term incentives are based on objective performance criteria. However, certain concerns are raised regarding goal rigor, as annual incentive targets were set below prior year performance, and relative TSR-based PSUs target performance at merely the index median. One-time equity awards granted in connection with the Black Knight acquisition are entirely performance-based, with targets clearly disclosed and performance measured over a multi-year period.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.35 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	235	235
<b>Total Shares:</b>						<b>235</b>	<b>235</b>

# Macy's, Inc.

<b>Meeting Date:</b> 05/17/2024	<b>Country:</b> USA	<b>Ticker:</b> M	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/21/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1850590	
<b>Primary Security ID:</b> 55616P104	<b>Primary CUSIP:</b> 55616P104	<b>Primary ISIN:</b> US55616P1049	<b>Primary SEDOL:</b> 2345022
<b>Votable Shares:</b> 96	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 96	<b>Shares Voted:</b> 96

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Emilie Arel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Torrence N. Boone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ashley Buchanan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Marie Chandoha	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Naveen K. Chopra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Richard Clark	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Deirdre P. Connelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Jill Granoff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

# Macy's, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director William H. Lenehan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Sara Levinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Richard L. Markee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Douglas W. Sesler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Tony Spring	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1n	Elect Director Paul C. Varga	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1o	Elect Director Tracey Zhen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.6 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/24/2024	Auto-Approved 04/24/2024		96	96
<b>Total Shares:</b>						<b>96</b>	<b>96</b>

# Power Integrations, Inc.

<b>Meeting Date:</b> 05/17/2024	<b>Country:</b> USA	<b>Ticker:</b> POWI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842401	
<b>Primary Security ID:</b> 739276103	<b>Primary CUSIP:</b> 739276103	<b>Primary ISIN:</b> US7392761034	<b>Primary SEDOL:</b> 2133045

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,433

\*Shares on Loan: 0

Shares Instructed: 1,433

Shares Voted: 1,433

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Wendy Arienzo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Balu Balakrishnan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Nicholas E. Brathwaite	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Anita Ganti	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Nancy Gioia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Balakrishnan S. Iyer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Ravi Vig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.77 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt Simple Majority Vote	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/02/2024	Auto-Approved 05/02/2024	Shares Confirmed 05/03/2024	1,433	1,433
<b>Total Shares:</b>						<b>1,433</b>	<b>1,433</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# The Western Union Company

<b>Meeting Date:</b> 05/17/2024	<b>Country:</b> USA	<b>Ticker:</b> WU	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1843841	
<b>Primary Security ID:</b> 959802109	<b>Primary CUSIP:</b> 959802109	<b>Primary ISIN:</b> US9598021098	<b>Primary SEDOL:</b> B1F76F9
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 10,000	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 10,000	<b>Shares Voted:</b> 10,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Julie M. Cameron-Doe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Martin I. Cole	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Suzette M. Deering	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Betsy D. Holden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jeffrey A. Joerres	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Devin B. McGranahan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Michael A. Miles, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Timothy P. Murphy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jan Siegmund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Angela A. Sun	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Solomon D. Trujillo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.63 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



# The Western Union Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/18/2024	Auto-Approved 04/18/2024	Shares Confirmed 04/27/2024	10,000	10,000
<b>Total Shares:</b>						<b>10,000</b>	<b>10,000</b>

# CDW Corporation

<b>Meeting Date:</b> 05/21/2024	<b>Country:</b> USA	<b>Ticker:</b> CDW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848005	
<b>Primary Security ID:</b> 12514G108	<b>Primary CUSIP:</b> 12514G108	<b>Primary ISIN:</b> US12514G1085	<b>Primary SEDOL:</b> BBM5MD6
<b>Votable Shares:</b> 1,076	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,076	<b>Shares Voted:</b> 1,076

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Virginia C. Addicott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director James A. Bell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Lynda M. Clarizio	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Anthony R. Foxx	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Kelly J. Grier	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Marc E. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Christine A. Leahy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Sanjay Mehrotra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director David W. Nelms	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# CDW Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Joseph R. Swedish	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Donna F. Zarcone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review. Despite non-disclosure of forward-looking performance goals under the LTI, goals are disclosed retroactively following a multi-year performance period. Further, the short-term incentive is entirely performance-based with rigorous performance goals.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Political Contributions	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/30/2024	Auto-Approved 04/30/2024	Shares Confirmed 05/01/2024	1,076	1,076
<b>Total Shares:</b>						<b>1,076</b>	<b>1,076</b>

# GE Healthcare Technologies, Inc.

<b>Meeting Date:</b> 05/21/2024	<b>Country:</b> USA	<b>Ticker:</b> GEHC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844823	
<b>Primary Security ID:</b> 36266G107	<b>Primary CUSIP:</b> 36266G107	<b>Primary ISIN:</b> US36266G1076	<b>Primary SEDOL:</b> BL6JPG8
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 181	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 181	<b>Shares Voted:</b> 181

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Arduini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director H. Lawrence Culp, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Rodney F. Hochman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# GE Healthcare Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Lloyd W. Howell, Jr.	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Risa Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Catherine Lesjak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Anne T. Madden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Tomislav Mihaljevic	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director William J. Stromberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Phoebe L. Yang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	181	181
<b>Total Shares:</b>						<b>181</b>	<b>181</b>

# Henry Schein, Inc.

<b>Meeting Date:</b> 05/21/2024	<b>Country:</b> USA	<b>Ticker:</b> HSIC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1847927	
<b>Primary Security ID:</b> 806407102	<b>Primary CUSIP:</b> 806407102	<b>Primary ISIN:</b> US8064071025	<b>Primary SEDOL:</b> 2416962

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,874

\*Shares on Loan: 0

Shares Instructed: 1,874

Shares Voted: 1,874

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mohamad Ali	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Stanley M. Bergman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Deborah Derby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Carole T. Faig	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Joseph L. Herring	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Kurt P. Kuehn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Philip A. Laskawy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Anne H. Margulies	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Mark E. Mlotek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Carol Raphael	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Scott Serota	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Bradley T. Sheares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Reed V. Tuckson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns persist regarding the lack of disclosure of forward-looking performance targets underlying the PSU, targets and achieved results are disclosed following the completion of the performance period. Additionally, annual incentive awards continue to be based primarily on an objective financial performance metric.</i>						

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## Henry Schein, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify BDO USA, P.C. as Auditor	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because only 2.32 percent of the fees paid to the auditor are for non-audit purposes.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/06/2024	Auto-Approved 05/06/2024	Shares Confirmed 05/07/2024	1,874	1,874
<b>Total Shares:</b>						<b>1,874</b>	<b>1,874</b>

## JPMorgan Chase & Co.

<b>Meeting Date:</b> 05/21/2024	<b>Country:</b> USA	<b>Ticker:</b> JPM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846290	
<b>Primary Security ID:</b> 46625H100	<b>Primary CUSIP:</b> 46625H100	<b>Primary ISIN:</b> US46625H1005	<b>Primary SEDOL:</b> 2190385

<b>Votable Shares:</b> 30	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 30
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 30	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephen B. Burke	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Todd A. Combs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Alicia Boler Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director James Dimon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Alex Gorsky	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Melody Hobson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Phebe N. Novakovic	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Virginia M. Rometty	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.*

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Mark A. Weinberger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. There are ongoing concerns regarding the degree of discretion in incentive award determinations and the absence of certain shareholder-friendly disclosures, including preset target goals for annual cash incentive awards. However, financial metrics evaluated were consistent with the prior year, and LTI awards were majority performance-conditioned and based on clearly-disclosed multi-year goals. Importantly, noted concerns have not contributed to a quantitative pay-for-performance misalignment. A quantitative pay-for-performance misalignment going forward may be met with increased scrutiny of pay program structure and disclosures.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board, and shareholders would benefit from more independent oversight.</i>							
6	Report on Impacts of JPMC's Climate Transition Policies	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company appears to provide sufficient disclosure around how it weighs the costs and benefits associated with its policies toward the energy transition.</i>							
7	Report on Respecting Indigenous Peoples' Rights	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i>							
8	Review Proxy Voting Record and Policies Related to Climate Change and Diversity	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The requested report would benefit shareholders by allowing them to assess the company's policies and proxy voting practices on diversity and climate change-related issues, as well as providing a better understanding of the company's policy positions on such topics. Additional information regarding the potential risks of misalignment between the company's proxy voting policies and practices as well as the company's strategies for addressing those issues would further complement the company's commitments.</i>							
9	Commission Third Party Report on Due Diligence Process of Doing Business in Conflict Affected Areas	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the processes the company uses to identify and assess human rights impacts in its operations and supply chain would allow shareholders to better gauge how the company is managing human rights related risks. Additionally, such a report would provide additional information to shareholders to evaluate how the company is evaluating and managing related operational risks that could potentially negatively affect shareholder value.</i>							

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# JPMorgan Chase & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
10	Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the company does not currently maintain severance or golden parachute arrangements, the company also does not disclose a policy that future cash severance payments beyond market norms would require shareholder approval. The requested policy would therefore represent an enhancement to shareholders' interests.</i></p>							
11	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against employees.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/06/2024	Auto-Approved 05/06/2024	Shares Confirmed 05/07/2024	30	30
<b>Total Shares:</b>						<b>30</b>	<b>30</b>

# Principal Financial Group, Inc.

<b>Meeting Date:</b> 05/21/2024	<b>Country:</b> USA	<b>Ticker:</b> PFG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/27/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846776	
<b>Primary Security ID:</b> 74251V102	<b>Primary CUSIP:</b> 74251V102	<b>Primary ISIN:</b> US74251V1026	<b>Primary SEDOL:</b> 2803014
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 3,903	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,903	<b>Shares Voted:</b> 3,903

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roger C. Hochschild	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Daniel J. Houston	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Diane C. Nordin	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.4	Elect Director Alfredo Rivera	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentive awards are based primarily on objective financial metrics, and the majority of equity awards continue to be conditioned on clearly disclosed financial goals, measured over a multi-year performance period, with forward-looking goals disclosed.</i></p>							

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# Principal Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because only 2.13 percent of the fees paid to the auditor are for non-audit purposes.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/02/2024	3,903	3,903
<b>Total Shares:</b>						<b>3,903</b>	<b>3,903</b>

# Veralto Corp.

<b>Meeting Date:</b> 05/21/2024	<b>Country:</b> USA	<b>Ticker:</b> VLTO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1841886	
<b>Primary Security ID:</b> 92338C103	<b>Primary CUSIP:</b> 92338C103	<b>Primary ISIN:</b> US92338C1036	<b>Primary SEDOL:</b> BPGMZQ5
<b>Votable Shares:</b> 208	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 208	<b>Shares Voted:</b> 208

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francoise Colpron	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Shyam P. Kambeyanda	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director William H. King	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.23 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. There are certain concerns raised regarding numerous one-time cash and equity grants for NEOs in connection with the spinoff. However, this concern is mitigated given their magnitude, the company's disclosed rationale, and planned changes to STI and LTI programs in FY24 which will increase the use of quantitative metrics and introduce performance-based equity.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

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**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	208	208
<b>Total Shares:</b>						<b>208</b>	<b>208</b>

**Advance Auto Parts, Inc.**

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> AAP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846786	
<b>Primary Security ID:</b> 00751Y106	<b>Primary CUSIP:</b> 00751Y106	<b>Primary ISIN:</b> US00751Y1064	<b>Primary SEDOL:</b> 2822019
<b>Votable Shares:</b> 863	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 863	<b>Shares Voted:</b> 863

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carla J. Bailo	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1b	Elect Director John F. Ferraro	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1c	Elect Director Joan M. Hilson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1d	Elect Director Jeffrey J. Jones, II	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1e	Elect Director Eugene I. Lee, Jr.	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1f	Elect Director Shane M. O'Kelly	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1g	Elect Director Douglas A. Pertz	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1h	Elect Director Thomas W. Seboldt	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1i	Elect Director Gregory L. Smith	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1j	Elect Director Sherice R. Torres	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1k	Elect Director A. Brent Windom	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Advance Auto Parts, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Eliminate or Limit the Personal Liability of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/06/2024	Auto-Approved 05/06/2024	Shares Confirmed 05/07/2024	863	863
<b>Total Shares:</b>						<b>863</b>	<b>863</b>

## Align Technology, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> ALGN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1847571	
<b>Primary Security ID:</b> 016255101	<b>Primary CUSIP:</b> 016255101	<b>Primary ISIN:</b> US0162551016	<b>Primary SEDOL:</b> 2679204
<b>Votable Shares:</b> 735	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 735	<b>Shares Voted:</b> 735

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin T. Conroy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Kevin J. Dallas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Joseph "Joe" M. Hogan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Joseph Lacob	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director C. Raymond Larkin, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Align Technology, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director George J. Morrow	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Anne M. Myong	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Mojdeh Poul	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Andrea L. Saia	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Susan E. Siegel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 19.45 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; - High CEO pay in relation to company peer group CEO median pay levels; - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
4	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/08/2024	Auto-Approved 05/08/2024	Shares Confirmed 05/09/2024	735	735
<b>Total Shares:</b>						<b>735</b>	<b>735</b>

## Amazon.com, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> AMZN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848566	
<b>Primary Security ID:</b> 023135106	<b>Primary CUSIP:</b> 023135106	<b>Primary ISIN:</b> US0231351067	<b>Primary SEDOL:</b> 2000019
<b>Votable Shares:</b> 7,899	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 7,899	<b>Shares Voted:</b> 7,899

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	Yes	For	For	Against	Against

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. Votes AGAINST board chair Jeffrey Bezos are warranted given that the chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm.</i>						
1b	Elect Director Andrew R. Jassy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Keith B. Alexander	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Edith W. Cooper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Jamie S. Gorelick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Daniel P. Huttenlocher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Andrew Y. Ng	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Indra K. Nooyi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jonathan J. Rubinstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Brad D. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Patricia Q. Stonesifer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Wendell P. Weeks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: While a pay-for-performance misalignment was identified for the year in review and certain concerns remain surrounding the company's pay program structure, as no portion of NEO compensation is directly tied to the achievement of pre-set performance criteria, certain mitigating factors have been identified. Specifically, it is recognized that FY23 pay for all NEOs was relatively low, consisting only of a base salary and certain perquisites. In addition, no equity awards were provided to NEOs in FY23, following relatively large grants made to certain NEOs during the prior fiscal year. However, following consecutive years of relatively low support for this proposal, the compensation committee demonstrated limited responsiveness to certain shareholders' concerns. The compensation committee engaged with shareholders, disclosed specific feedback, and provided enhanced disclosure surrounding the current pay program design and philosophy. While this greater transparency into the committee's rationale for its pay practices is recognized, the company did not make material changes to the pay program to address certain shareholder concerns. Although the company has demonstrated a degree of responsiveness by addressing certain shareholders questions, the lack of actions taken in respect to certain areas of concern falls short of adequate responsiveness. In light of the committee's limited responsiveness to the relatively low say-on-pay vote last year, a vote AGAINST this proposal is warranted.</i></p>							
4	Establish a Public Policy Committee	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. By establishing a dedicated Public Policy Committee, the company will have a centralized device to continue, ensure, and promote its social and environmental policies and initiatives. The adoption of this resolution will also solidify the company's position among its peers as an industry leader in this area of environmental sustainability.</i></p>							
5	Establish a Board Committee on Corporate Financial Sustainability	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company has a board committee with responsibility to oversee operations and supply chain and engagement with customers, suppliers, and communities, and, absent clear performance concerns, the board is generally given latitude to determine its committee structure.</i></p>							
6	Report on Customer Due Diligence	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i></p>							
7	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i></p>							
8	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Publishing the requested pay gap statistics could increase accountability for diversity efforts and would provide shareholders with useful information about how effectively management is assessing and mitigating risks that may arise from inequitable worker treatment.</i></p>							
9	Report on Viewpoint Discrimination	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company's current reporting and policies regarding the handling of controversial products and contents seem to provide sufficient information on proper and improper use of its service and when the company may restrict or remove products or content from its platform.</i></p>							
10	Report on Impact of Climate Change Strategy Consistent With Just Transition Guidelines	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Report on Efforts to Reduce Plastic Use	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i>							
12	Commission Third Party Assessment on Company's Commitment to Freedom of Association and Collective Bargaining	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks, particularly regarding freedom of association and collective bargaining rights.</i>							
13	Disclose All Material Scope 3 GHG Emissions	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Disclosure of all material Scope 3 emissions would allow shareholders to better evaluate the company's progress toward its net zero ambition, provide assurance that the company is managing climate-related risks appropriately, and help the company prepare for potential regulatory requirements.</i>							
14	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>							
15	Adopt Policy to Require Board Members to Disclose their Political and Charitable Donations	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company discloses sufficient policies, procedures, and oversight to address the risks raised.</i>							
16	Establish a Board Committee on Artificial Intelligence	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because: - The establishment of a board committee on artificial intelligence should serve to further strengthen the company's ability to manage human rights risks and other related issues; and - Formalizing the company's current risk oversight mechanisms through the establishment of a committee would not be prohibitively costly or unduly burdensome.</i>							
17	Commission a Third Party Audit on Working Conditions	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns are raised regarding recent work-place related violations and resulting negative media attention. Given the potential reputational risk, an independent third-party audit appears reasonable at this time. Additionally, results from an independent audit may address the inconsistencies between the statistics cited by the proponent and the injury rates reported by the company, which would allow shareholders to more fully evaluate the company's efforts to address workplace safety.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	7,819	7,819
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	80	80
<b>Total Shares:</b>						<b>7,899</b>	<b>7,899</b>

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# American Tower Corporation

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> AMT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1847956	
<b>Primary Security ID:</b> 03027X100	<b>Primary CUSIP:</b> 03027X100	<b>Primary ISIN:</b> US03027X1000	<b>Primary SEDOL:</b> B7FBFL2
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 462	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 462	<b>Shares Voted:</b> 462

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven O. Vondran	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Kelly C. Chambliss	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Teresa H. Clarke	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kenneth R. Frank	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Robert D. Hormats	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Grace D. Lieblein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Craig Macnab	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Neville R. Ray	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director JoAnn A. Reed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Pamela D. A. Reeve	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Bruce L. Tanner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.18 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonable aligned for the year in review. Annual incentives were primarily determined by pre-set financial metrics with performance targets that were set above the previous year's actual results. In addition, a majority of long-term incentives are performance conditioned and measured over a multi-year period.</i>						

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# American Tower Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.</i>							
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from median racial/gender pay gap reporting that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	462	462
			05/02/2024	05/02/2024	05/03/2024		
<b>Total Shares:</b>						<b>462</b>	<b>462</b>

# Avis Budget Group, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> CAR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844470	
<b>Primary Security ID:</b> 053774105	<b>Primary CUSIP:</b> 053774105	<b>Primary ISIN:</b> US0537741052	<b>Primary SEDOL:</b> B1CL8J2
<b>Votable Shares:</b> 93	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 93	<b>Shares Voted:</b> 93

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bernardo Hees	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Jagdeep Pahwa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Anu Hariharan	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.4	Elect Director Lynn Krominga	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.5	Elect Director Glenn Lurie	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1.6	Elect Director Karthik Sarma	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Avis Budget Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.60 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	93	93
<b>Total Shares:</b>						<b>93</b>	<b>93</b>

## CBRE Group, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> CBRE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849278	
<b>Primary Security ID:</b> 12504L109	<b>Primary CUSIP:</b> 12504L109	<b>Primary ISIN:</b> US12504L1098	<b>Primary SEDOL:</b> B6WVMH3
<b>Votable Shares:</b> 3,625	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 3,625
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,625	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brandon B. Boze	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Beth F. Cobert	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Reginald H. Gilyard	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1d	Elect Director Shira D. Goodman	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director E.M. Blake Hutcheson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1f	Elect Director Christopher T. Jenny	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# CBRE Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Gerardo I. Lopez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Guy A. Metcalfe	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Oscar Munoz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Robert E. Sulentic	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Sanjiv Yajnik	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.95 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. While there are some goal disclosure concerns related to the PSUs granted under the LTIP, the majority of CEO pay is conditioned on financial performance, and performance equity is earned based on multi-year performance.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/02/2024	Auto-Approved 05/02/2024	Shares Confirmed 05/03/2024	3,498	3,498
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/02/2024	Auto-Approved 05/02/2024	Shares Confirmed 05/03/2024	127	127
<b>Total Shares:</b>						<b>3,625</b>	<b>3,625</b>

# Crown Castle Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> CCI	<b>Proxy Level:</b> 6
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Proxy Contest	<b>Meeting ID:</b> 1848597	
<b>Primary Security ID:</b> 22822V101	<b>Primary CUSIP:</b> 22822V101	<b>Primary ISIN:</b> US22822V1017	<b>Primary SEDOL:</b> BTGQCX1
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,408	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,408	<b>Shares Voted:</b> 1,408

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt	No				

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No				
1a	Elect Management Nominee Director P. Robert Bartolo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1b	Elect Management Nominee Director Cindy Christy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1c	Elect Management Nominee Director Ari Q. Fitzgerald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1d	Elect Management Nominee Director Jason Genrich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1e	Elect Management Nominee Director Andrea J. Goldsmith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1f	Elect Management Nominee Director Tammy K. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1g	Elect Management Nominee Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1h	Elect Management Nominee Director Anthony J. Melone	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1i	Elect Management Nominee Director Sunit S. Patel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1j	Elect Management Nominee Director Bradley E. Singer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Management Nominee Director Kevin A. Stephens	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1l	Elect Management Nominee Director Matthew Thornton, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1m	Elect Dissident Nominee Director Charles Campbell Green, III	SH	Yes	Withhold	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1n	Elect Dissident Nominee Director Theodore B. Miller, Jr.	SH	Yes	Withhold	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1o	Elect Dissident Nominee Director Tripp H. Rice	SH	Yes	Withhold	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
1p	Elect Dissident Nominee Director David P. Wheeler	SH	Yes	Withhold	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: As there is no case for incremental change at this juncture following the recent turnover at the board, the hiring of the permanent CEO, and the formation of the fiber review committee, shareholders are recommended to vote FOR all management nominees. WITHHOLD votes are warranted for dissident nominees Green, Miller, Rice, and Wheeler.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.15 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and company performance are reasonably aligned at this time. A majority of the CEO's pay is conditioned on objective financial performance, and the majority of equity grants are earned based on a multi-year performance period.</i>						
4	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: As the dissident has failed to articulate a compelling case for change, a vote AGAINST this item is warranted.</i>						
	Dissident Universal Proxy (Gold Proxy Card)	Mgmt	No				
	From the Combined List of Management & Dissident Nominees - Elect 12 Directors	Mgmt	No				

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	BOOTS CAPITAL NOMINEES	Mgmt	No				
1a	Elect Dissident Nominee Director Charles Campbell Green, III	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1b	Elect Dissident Nominee Director Theodore B. Miller, Jr.	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1c	Elect Dissident Nominee Director Tripp H. Rice	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1d	Elect Dissident Nominee Director David P. Wheeler	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
	COMPANY NOMINEES OPPOSED BY BOOTS CAPITAL	Mgmt	No				
1a	Elect Management Nominee Director P. Robert Bartolo	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1b	Elect Management Nominee Director Cindy Christy	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1c	Elect Management Nominee Director Ari Q. Fitzgerald	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1d	Elect Management Nominee Director Kevin T. Kabat	Mgmt	Yes	Withhold	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
	COMPANY NOMINEES UNOPOSED BY BOOTS CAPITAL	Mgmt	No				
1a	Elect Management Nominee Director Jason Genrich	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1b	Elect Management Nominee Director Andrea J. Goldsmith	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1c	Elect Management Nominee Director Tammy K. Jones	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1d	Elect Management Nominee Director Anthony J. Melone	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						
1e	Elect Management Nominee Director Sunit S. Patel	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
	<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>						

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## Crown Castle Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Management Nominee Director Bradley E. Singer	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1g	Elect Management Nominee Director Kevin A. Stephens	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
1h	Elect Management Nominee Director Matthew Thornton, III	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	None	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							
4	Repeal Any Bylaw Provisions Without Shareholder Approval Subsequent to December 19, 2023	SH	Yes	For	Do Not Vote	Do Not Vote	Do Not Vote
<i>Voting Policy Rationale: DO NOT VOTE on this card.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/13/2024	Auto-Approved 05/13/2024		1,408	1,408
<b>Total Shares:</b>						<b>1,408</b>	<b>1,408</b>

## DENTSPLY SIRONA Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> XRAY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848178	
<b>Primary Security ID:</b> 24906P109	<b>Primary CUSIP:</b> 24906P109	<b>Primary ISIN:</b> US24906P1093	<b>Primary SEDOL:</b> BYNPPC6
<b>Votable Shares:</b> 5,745	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5,745	<b>Shares Voted:</b> 5,745

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Simon D. Campion	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Willie A. Deese	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# DENTSPLY SIRONA Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Brian T. Gladden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Betsy D. Holden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Clyde R. Hosein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Gregory T. Lucier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jonathan J. Mazelsky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Leslie F. Varon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Janet S. Vergis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Dorothea Wenzel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as CEO pay and performance are reasonably aligned at this time. Some concern is noted regarding the utilization of annual measurement periods for the majority of performance-based equity awards, and the sharing of a metric in both the STI and LTI programs. Nevertheless, annual incentives are largely based on pre-set financial measures and half the equity grant is targeted to be performance-conditioned primarily earned based on objective financial metrics.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price is reasonable, the number of shares reserved is relatively conservative, and the offering period is within the prescribed limits set by Section 423 of the internal Revenue Code.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2024	Auto-Approved 05/08/2024	Shares Confirmed 05/09/2024	5,745	5,745
<b>Total Shares:</b>						<b>5,745</b>	<b>5,745</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> DXCM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/27/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1854288	
<b>Primary Security ID:</b> 252131107	<b>Primary CUSIP:</b> 252131107	<b>Primary ISIN:</b> US2521311074	<b>Primary SEDOL:</b> B0796X4
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 6,459	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 6,459	<b>Shares Voted:</b> 6,459

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin R. Sayer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Steven R. Altman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Nicholas Augustinos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Richard A. Collins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Karen Dahut	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Rimma Driscoll	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Mark G. Foletta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Bridgette P. Heller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.9	Elect Director Kyle Malady	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Eric J. Topol	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. The LTI plan is primarily performance-based and the STI are largely based on pre-set financial measures.</i>						
4	Report on Median Gender/Racial Pay Gap	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: Support FOR this resolution is warranted, as it would shareholders to better evaluate the effectiveness of the company's diversity, equity, and inclusion efforts.</i>						

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# DexCom, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Political Contributions	SH	Yes	Against	For	For	For

*Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's political expenditures.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	6,459	6,459
			05/02/2024	05/02/2024	05/03/2024		
<b>Total Shares:</b>						<b>6,459</b>	<b>6,459</b>

# Equitable Holdings, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> EQH	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1847591	
<b>Primary Security ID:</b> 29452E101	<b>Primary CUSIP:</b> 29452E101	<b>Primary ISIN:</b> US29452E1010	<b>Primary SEDOL:</b> BKRMR96
<b>Votable Shares:</b> 2,355	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 2,355
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,355	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francis A. Hondal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Arlene Isaacs-Lowe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Daniel G. Kaye	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Joan Lamm-Tennant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Craig MacKay	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Mark Pearson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director George Stansfield	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Equitable Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Charles G.T. Stonehill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.13 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/27/2024	2,355	2,355
<b>Total Shares:</b>						<b>2,355</b>	<b>2,355</b>

## First Watch Restaurant Group, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> FWRG	<b>Proxy Level:</b> 1
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846779	
<b>Primary Security ID:</b> 33748L101	<b>Primary CUSIP:</b> 33748L101	<b>Primary ISIN:</b> US33748L1017	<b>Primary SEDOL:</b> BMDTR28
<b>Votable Shares:</b> 4,744	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,744	<b>Shares Voted:</b> 4,744

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ralph Alvarez	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Audit Committee member Ralph (Raul) Alvarez given the persistence of material weaknesses in the company's internal controls in consecutive years. WITHHOLD votes are warranted for Governance Committee member Ralph (Raul) Alvarez given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>							
1.2	Elect Director Tricia Glynn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Christopher A. Tomasso	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is de facto controlled and decisions regarding the company's response to shareholder litigation would be made by a board with limited accountability to public shareholders.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## First Watch Restaurant Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/08/2024	Auto-Approved 05/08/2024	Shares Confirmed 05/09/2024	4,744	4,744
<b>Total Shares:</b>						<b>4,744</b>	<b>4,744</b>

## Hertz Global Holdings, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> HTZ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1847158	
<b>Primary Security ID:</b> 42806J700	<b>Primary CUSIP:</b> 42806J700	<b>Primary ISIN:</b> US42806J7000	<b>Primary SEDOL:</b> BNM5672
<b>Votable Shares:</b> 877	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 877	<b>Shares Voted:</b> 877

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Colin Farmer	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>							
1b	Elect Director Andrew Shannahan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for Governance Committee chair Andrew Shannahan given the board's failure to remove, or subject to a sunset requirement, the classified board which adversely impacts shareholder rights.</i>							
1c	Elect Director Wayne "Gil" West	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the pay-for-performance misalignment is sufficiently mitigated at this time. Though concerns exist about the rigor of PSUs, the annual LTI program is majority performance-conditioned. Additionally, annual incentives were largely based on a pre-set objective metric and paid out below target, reflecting company performance. Further, the former CEO was not granted any new equity awards following his FY22 sign-on grant, and the unvested portion of the award was forfeited following his voluntary resignation.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

# Hertz Global Holdings, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/02/2024	Auto-Approved 05/02/2024	Shares Confirmed 05/03/2024	877	877
<b>Total Shares:</b>						<b>877</b>	<b>877</b>

# Howmet Aerospace Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> HWM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846745	
<b>Primary Security ID:</b> 443201108	<b>Primary CUSIP:</b> 443201108	<b>Primary ISIN:</b> US4432011082	<b>Primary SEDOL:</b> BKLJ8V2
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 2,352	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,352	<b>Shares Voted:</b> 2,352

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James F. Albaugh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Amy E. Alving	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Sharon R. Barner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Joseph S. Cantie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Robert F. Leduc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director David J. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Jody G. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John C. Plant	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Ulrich R. Schmidt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Gunner S. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.39 percent of the fees paid to the auditor are for non-audit purposes.</i>							

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## Howmet Aerospace Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Annual incentives were largely based on objective financial metrics and regular annual equity grants to NEOs were predominantly performance based and now based on goals over a full three-year period. Nevertheless, some concern is raised given the sizable incentive award opportunities for CEO Plant, including his return to regular annual equity grants in FY24, and the lack of forwardly disclosed performance goals for PSUs. For this reason, continued monitoring of pay outcomes is warranted.</i></p>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
5	Submit Severance Agreement to Shareholder Vote	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2024	Auto-Approved 05/03/2024	Shares Confirmed 05/04/2024	2,352	2,352
<b>Total Shares:</b>						<b>2,352</b>	<b>2,352</b>

## Jones Lang LaSalle Incorporated

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> JLL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849432	
<b>Primary Security ID:</b> 48020Q107	<b>Primary CUSIP:</b> 48020Q107	<b>Primary ISIN:</b> US48020Q1076	<b>Primary SEDOL:</b> 2040640
<b>Votable Shares:</b> 1,599	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,599	<b>Shares Voted:</b> 1,599

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hugo Bague	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Matthew Carter, Jr.	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Susan M. Gore	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Tina Ju	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Bridget Macaskill	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# Jones Lang LaSalle Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Deborah H. McAneny	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Siddharth (Bobby) Mehta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Moses Ojeisekhoba	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Jeetendra (Jeetu) I. Patel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Larry Quinlan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Efrain Rivera	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Christian Ulbrich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.05 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	1,599	1,599
<b>Total Shares:</b>						<b>1,599</b>	<b>1,599</b>

# Kilroy Realty Corporation

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> KRC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849892	
<b>Primary Security ID:</b> 49427F108	<b>Primary CUSIP:</b> 49427F108	<b>Primary ISIN:</b> US49427F1084	<b>Primary SEDOL:</b> 2495529

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 458

\*Shares on Loan: 0

Shares Instructed: 458

Shares Voted: 458

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Angela M. Aman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Edward F. Brennan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Daryl J. Carter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jolie A. Hunt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Scott S. Ingraham	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Louisa G. Ritter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Gary R. Stevenson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Peter B. Stoneberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: The committee demonstrated adequate responsiveness to last year's low vote results. There are concerns regarding STI structure and disclosure, and the LTI structure raises additional concerns. However, the quantitative pay-for-performance misalignment is mitigated for the year in review, in light of positive changes for 2024. Specifically, for 2024, the new CEO's compensation levels are significantly lower than Kilroy's levels for 2023, and the proxy discloses meaningful improvements to the STI program, though shareholders may expect additional pay program refinements going forward. However, a vote AGAINST this proposal is warranted, due to the sizable cash payment John Kilroy became entitled to in connection with his retirement in early 2024. The now-former CEO received a sizable cash payment of over \$16 million, which is akin to cash severance. Material cash payments made in connection with a retirement are not the market norm and are considered problematic.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2024	Auto-Approved 05/10/2024	Shares Confirmed 05/14/2024	458	458
<b>Total Shares:</b>						<b>458</b>	<b>458</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Mondelez International, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> MDLZ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/13/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845947	
<b>Primary Security ID:</b> 609207105	<b>Primary CUSIP:</b> 609207105	<b>Primary ISIN:</b> US6092071058	<b>Primary SEDOL:</b> B8CKK03

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 2,163	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 2,163
	<b>Shares Voted:</b> 2,163

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Cees 't Hart	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director Charles E. Bunch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Ertharin Cousin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Brian J. McNamara	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Jorge S. Mesquita	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Anindita Mukherjee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Jane Hamilton Nielsen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Patrick T. Siewert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Michael A. Todman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Dirk Van de Put	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The STI and LTI plans were primarily performance based and paid out above target consistent with the company's financial performance.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



## Mondelez International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Establish Subcommittee Study on Company Affiliations	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company's existing board oversight appears adequate to address issues related to external partnerships and, absent clear performance concerns, the board should generally be given latitude to determine its committee and subcommittee structure.</i>							
6	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
7	Report on Targets to Eradicate Child Labor in Cocoa Supply Chain	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Mondelez's supply chain policies and processes could help alleviate related risks.</i>							
8	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted as shareholders would benefit from an independent review of the effectiveness of the company's human rights policy in conflict-affected and high-risk areas in order to better assess whether the company is sufficiently managing associated risks. Such a report will allow the company the opportunity to evaluate and manage related operational risks that have the potential to negatively affect shareholder value.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/08/2024	Auto-Approved 05/08/2024	Shares Confirmed 05/09/2024	2,163	2,163
<b>Total Shares:</b>						<b>2,163</b>	<b>2,163</b>

## ONEOK, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> OKE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844257	
<b>Primary Security ID:</b> 682680103	<b>Primary CUSIP:</b> 682680103	<b>Primary ISIN:</b> US6826801036	<b>Primary SEDOL:</b> 2130109
<b>Votable Shares:</b> 1,812	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,812	<b>Shares Voted:</b> 1,812

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian L. Derksen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Julie H. Edwards	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Lori A. Gobillot	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Mark W. Helderman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Randall J. Larson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Pattye L. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Pierce H. Norton, II	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Eduardo A. Rodriguez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Gerald D. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Wayne T. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives are primarily based on financial and operational metrics while equity awards are performance-conditioned and measured over a multi-year period.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 05/02/2024	1,812	1,812
<b>Total Shares:</b>						<b>1,812</b>	<b>1,812</b>

**Permian Resources Corporation**

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> PR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/02/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1847593	
<b>Primary Security ID:</b> 71424F105	<b>Primary CUSIP:</b> 71424F105	<b>Primary ISIN:</b> US71424F1057	<b>Primary SEDOL:</b> BQPCHB2

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

# Permian Resources Corporation

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 9,991

\*Shares on Loan: 0

Shares Instructed: 9,991

Shares Voted: 9,991

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it enhances board accountability to shareholders and demonstrates a commitment to shareholders' interests on the part of management.</i>						
	Election of Eleven Directors, if Proposal 1 is Approved	Mgmt	No				
2.1	Elect Director Robert J. Anderson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.2	Elect Director Maire A. Baldwin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.3	Elect Director Frost W. Cochran	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.4	Elect Director Karan E. Eves	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.5	Elect Director Aron Marquez	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.6	Elect Director William J. Quinn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.7	Elect Director Jeffrey H. Tepper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.8	Elect Director Robert M. Tichio	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.9	Elect Director Steven D. Gray	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.10	Elect Director William M. Hickey, III	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2.11	Elect Director James H. Walter	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
	Election of Three Class II Directors, if Proposal 1 is Not Approved	Mgmt	No				
3.1	Elect Director Karan E. Eves	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
3.2	Elect Director William J. Quinn	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

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## Permian Resources Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3.3	Elect Director Jeffrey H. Tepper	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
4	Amend Charter to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company</i>						
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company accelerated the vesting of an NEO's equity awards upon his resignation, which is considered a problematic pay practice.</i>						
6	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
7	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.56 percent of the fees paid to the auditor are for non-audit purposes.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/03/2024	Auto-Approved 05/03/2024	Shares Confirmed 05/04/2024	9,991	9,991
<b>Total Shares:</b>						<b>9,991</b>	<b>9,991</b>

## Pinnacle West Capital Corporation

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> PNW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/14/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845022	
<b>Primary Security ID:</b> 723484101	<b>Primary CUSIP:</b> 723484101	<b>Primary ISIN:</b> US7234841010	<b>Primary SEDOL:</b> 2048804
<b>Votable Shares:</b> 70	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 70	<b>Shares Voted:</b> 70

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glynis A. Bryan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Gonzalo A. de la Melena, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Richard P. Fox	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# Pinnacle West Capital Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Jeffrey B. Guldner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Bruce J. Nordstrom	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Paula J. Sims	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director William H. Spence	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Kristine L. Svinicki	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director James E. Trevathan, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposal is warranted as pay and performance are reasonably aligned for the year in review. Some concerns are noted regarding the incomplete goal disclosure under the LTIP and the absence of a disclosed payout cap in the event of negative absolute TSR. Nevertheless, the LTI program is predominantly performance based and the annual incentive is entirely conditioned on clearly disclosed pre-set objective metrics.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	70	70
<b>Total Shares:</b>						<b>70</b>	<b>70</b>

# Privia Health Group, Inc.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> PRVA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845165	
<b>Primary Security ID:</b> 74276R102	<b>Primary CUSIP:</b> 74276R102	<b>Primary ISIN:</b> US74276R1023	<b>Primary SEDOL:</b> BMDP209

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Privia Health Group, Inc.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 4,134

\*Shares on Loan: 0

Shares Instructed: 4,134

Shares Voted: 4,134

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas McCarthy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Parth Mehrotra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Jaewon Ryu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director William (Bill) Sullivan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
4	Eliminate Supermajority Vote Requirement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the reduction in the supermajority vote requirement enhances shareholder rights.</i>							
5	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing protections afforded to directors, providing protections to officers that would allow the company to attract and retain quality personnel without negatively impacting shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	4,134	4,134
<b>Total Shares:</b>						<b>4,134</b>	<b>4,134</b>

# Sirius XM Holdings Inc.

Meeting Date: 05/22/2024

Country: USA

Ticker: SIRI

Proxy Level: 1

Record Date: 03/25/2024

Meeting Type: Annual

Meeting ID: 1846615

Primary Security ID: 82968B103

Primary CUSIP: 82968B103

Primary ISIN: US82968B1035

Primary SEDOL: BGLDK10

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 12,000

\*Shares on Loan: 0

Shares Instructed: 12,000

Shares Voted: 12,000

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Blau	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee.</i>							
1.2	Elect Director Eddy W. Hartenstein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Robin P. Hickenlooper	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee.</i>							
1.4	Elect Director James P. Holden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Gregory B. Maffei	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director Evan D. Malone	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director James E. Meyer	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee.</i>							
1.8	Elect Director Jonelle Procope	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Michael Rapino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Kristina M. Salen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Carl E. Vogel	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.12	Elect Director Jennifer C. Witz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director David M. Zaslav	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	12,000	12,000
			05/03/2024	05/03/2024	05/04/2024		

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Thermo Fisher Scientific Inc.

Meeting Date: 05/22/2024 Country: USA Ticker: TMO Proxy Level: 3  
 Record Date: 03/25/2024 Meeting Type: Annual Meeting ID: 1847150  
 Primary Security ID: 883556102 Primary CUSIP: 883556102 Primary ISIN: US8835561023 Primary SEDOL: 2886907

Total Ballots: 2 Voting Policy: UUA  
 Votable Shares: 403 \*Shares on Loan: 0 Shares Instructed: 403 Shares Voted: 403

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Nelson J. Chai	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1c	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1d	Elect Director C. Martin Harris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Tyler Jacks	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jennifer M. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director R. Alexandra Keith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James C. Mullen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Debora L. Spar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Scott M. Sperling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Dion J. Weisler	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



## Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Despite persistent concerns regarding the rigor of STI and LTI performance conditioning, STI and LTI outcomes are commensurate with company performance. Moreover, the short-term incentive is primarily based on pre-set financial metrics, and the company discloses that FY24 equity grants will be half performance-based.</i></p>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.80 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i></p>							
4	Adopt Simple Majority Vote Requirement	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted since the company's governing documents currently do not contain any supermajority voting requirements.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/26/2024	Auto-Approved 04/26/2024	Shares Confirmed 04/27/2024	392	392
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 04/26/2024	Auto-Approved 04/26/2024	Shares Confirmed 04/27/2024	11	11
<b>Total Shares:</b>						<b>403</b>	<b>403</b>

## Willis Towers Watson Public Limited Company

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> Ireland	<b>Ticker:</b> WTW	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845166	
<b>Primary Security ID:</b> G96629103	<b>Primary CUSIP:</b> G96629103	<b>Primary ISIN:</b> IE00BDB6Q211	<b>Primary SEDOL:</b> BDB6Q21
<b>Votable Shares:</b> 174	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 174	<b>Shares Voted:</b> 174

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dame Inga Beale	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Fumbi Chima	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Stephen Chipman	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Michael Hammond	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Willis Towers Watson Public Limited Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Carl Hess	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Jacqueline Hunt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Paul Reilly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michelle Swanback	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Paul Thomas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Fredric Tomczyk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify the Appointment of Deloitte & Touche LLP as Auditor and Deloitte Ireland LLP to audit the Irish Statutory Accounts, and Authorize the Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.69 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Some concern is raised by the non-disclosure of forward-looking LTIP goals. However, half of equity awards vest based on a multi-year performance outlook and most PSU metrics are growth-based. Additionally, the STI program is predominantly based on quantified, pre-set goals and the committee discretionarily reduced the performance result for one STI metric in light of updated mid-year projections.</i>						
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/06/2024	Auto-Approved 05/06/2024	Shares Confirmed 05/07/2024	174	174
<b>Total Shares:</b>						<b>174</b>	<b>174</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

<b>Meeting Date:</b> 05/22/2024	<b>Country:</b> USA	<b>Ticker:</b> XEL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1847644	
<b>Primary Security ID:</b> 98389B100	<b>Primary CUSIP:</b> 98389B100	<b>Primary ISIN:</b> US98389B1008	<b>Primary SEDOL:</b> 2614807
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 130	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 130	<b>Shares Voted:</b> 130

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Burkhart	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Lynn Casey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Bob Frenzel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Netha Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Patricia Kampling	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director George Kehl	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Richard O'Brien	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Charles Pardee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Christopher Policinski	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director James Prokopanko	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Timothy Welsh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Kim Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Daniel Yohannes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.</i>						

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# Xcel Energy Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/08/2024	Auto-Approved 05/08/2024	Shares Confirmed 05/09/2024	130	130
<b>Total Shares:</b>						<b>130</b>	<b>130</b>

# Cheniere Energy, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> LNG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1850278	
<b>Primary Security ID:</b> 16411R208	<b>Primary CUSIP:</b> 16411R208	<b>Primary ISIN:</b> US16411R2085	<b>Primary SEDOL:</b> 2654364
<b>Votable Shares:</b> 2,014	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,014	<b>Shares Voted:</b> 2,014

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director G. Andrea Botta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Jack A. Fusco	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Patricia K. Collawn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Brian E. Edwards	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Denise Gray	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Lorraine Mitchelmore	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Scott Peak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Donald F. Robillard, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Cheniere Energy, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Neal A. Shear	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Certificate of Incorporation to Limit the Personal Liability of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonable balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/30/2024	Auto-Approved 04/30/2024	Shares Confirmed 05/01/2024	2,014	2,014
<b>Total Shares:</b>						<b>2,014</b>	<b>2,014</b>

## Equinix, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> EQIX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849895	
<b>Primary Security ID:</b> 29444U700	<b>Primary CUSIP:</b> 29444U700	<b>Primary ISIN:</b> US29444U7000	<b>Primary SEDOL:</b> BVLZX12
<b>Votable Shares:</b> 152	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 152	<b>Shares Voted:</b> 152

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nanci Caldwell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Adaire Fox-Martin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Gary Hromadko	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Charles Meyers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Thomas Olinger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Christopher Paisley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Jeetu Patel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Sandra Rivera	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Fidelma Russo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Peter Van Camp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although a concern is noted regarding the company's use of the same metrics, goals, and performance periods for the annual and long-term incentive programs, both the annual and long-term incentives are primarily tied to financial performance, with a portion of the performance shares tied to TSR measured over a multi-year performance period. Additionally, for 2024, the amount of metric overlap was somewhat reduced while the proportion of performance equity was increased.</i>							
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed amendments are not viewed as problematic.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/07/2024	Auto-Approved 05/07/2024	Shares Confirmed 05/08/2024	152	152
<b>Total Shares:</b>						<b>152</b>	<b>152</b>

**Graphic Packaging Holding Company**

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> GPK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846445	
<b>Primary Security ID:</b> 388689101	<b>Primary CUSIP:</b> 388689101	<b>Primary ISIN:</b> US3886891015	<b>Primary SEDOL:</b> B2Q8249

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Graphic Packaging Holding Company

**Total Ballots:** 1

**Voting Policy:** UUA

**Votable Shares:** 809

**\*Shares on Loan:** 0

**Shares Instructed:** 809

**Shares Voted:** 809

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Aziz Aghili	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.2	Elect Director Philip R. Martens	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
1.3	Elect Director Lynn A. Wentworth	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.29 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/07/2024	Auto-Approved 05/07/2024	Shares Confirmed 05/08/2024	809	809
<b>Total Shares:</b>						<b>809</b>	<b>809</b>

# Kenvue Inc.

**Meeting Date:** 05/23/2024

**Country:** USA

**Ticker:** KVUE

**Proxy Level:** 3

**Record Date:** 03/25/2024

**Meeting Type:** Annual

**Meeting ID:** 1848189

**Primary Security ID:** 49177J102

**Primary CUSIP:** 49177J102

**Primary ISIN:** US49177J1025

**Primary SEDOL:** BQ84ZQ6

**Total Ballots:** 1

**Voting Policy:** UUA

**Votable Shares:** 1,712

**\*Shares on Loan:** 0

**Shares Instructed:** 1,712

**Shares Voted:** 1,712

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	Yes	For	For	For	For

*\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.*

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Peter M. Fasolo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Tamara S. Franklin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Seemantini Godbole	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Melanie L. Healey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Betsy D. Holden	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Larry J. Merlo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Thibaut Mongon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Vasant Prabhu	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Michael E. Sneed	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Joseph J. Wolk	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Concerns are noted regarding one-time equity awards and mid-year adjustments to STI goals in connection with the company's separation from Johnson &amp; Johnson. However, these concerns are sufficiently mitigated. It is expected that CEO compensation will normalize going forward. The company will adopt new STI and LTI programs beginning in FY24: the STI will be primarily based on pre-set financial metrics, and the LTI will be half performance-based.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.14 percent of the fees paid to the auditor are for non-audit purposes.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/07/2024	Auto-Approved 05/07/2024	Shares Confirmed 05/08/2024	1,712	1,712
<b>Total Shares:</b>						<b>1,712</b>	<b>1,712</b>

**Lincoln National Corporation**

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> LNC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848695	
<b>Primary Security ID:</b> 534187109	<b>Primary CUSIP:</b> 534187109	<b>Primary ISIN:</b> US5341871094	<b>Primary SEDOL:</b> 2516378
<b>Votable Shares:</b> 1,871	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 1,871
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,871	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deirdre P. Connelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Ellen G. Cooper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director William H. Cunningham	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Reginald E. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Eric G. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Gary C. Kelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director M. Leanne Lachman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Dale LeFebvre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Janet Liang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Michael F. Mee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Owen Ryan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Lincoln National Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Lynn M. Utter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Some concern is noted regarding an increase in the CEO's STIP target opportunity. However, incentive programs were largely performance-based with clearly-disclosed goals that appear reasonable. The company disclosed fulsome rationale on goal target-setting, and further made improvements to the LTIP design that increase the program's rigor. Accordingly, the pay-for-performance misalignment is mitigated, and a vote FOR this proposal is warranted.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; and - The plan allows broad discretion to accelerate vesting</i>							
5	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	1,871	1,871
<b>Total Shares:</b>						<b>1,871</b>	<b>1,871</b>

## Mohawk Industries, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> MHK	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845935	
<b>Primary Security ID:</b> 608190104	<b>Primary CUSIP:</b> 608190104	<b>Primary ISIN:</b> US6081901042	<b>Primary SEDOL:</b> 2598699
<b>Votable Shares:</b> 690	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 690	<b>Shares Voted:</b> 690

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce C. Bruckmann	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Jerry W. Burris	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director John M. Engquist	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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## Mohawk Industries, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.12 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Despite concerns regarding the significant use of discretion with respect to short- and long-term incentives, concerns are mitigated as CEO compensation is well below the peer median and pay and performance were reasonably aligned for the year in review.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 05/03/2024	690	690
<b>Total Shares:</b>						<b>690</b>	<b>690</b>

## Morgan Stanley

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> MS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845922	
<b>Primary Security ID:</b> 617446448	<b>Primary CUSIP:</b> 617446448	<b>Primary ISIN:</b> US6174464486	<b>Primary SEDOL:</b> 2262314
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 105	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 105	<b>Shares Voted:</b> 105

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Megan Butler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director James P. Gorman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Robert H. Herz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Erika H. James	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Hironori Kamezawa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Shelley B. Leibowitz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Stephen J. Luczo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jami Miscik	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1j	Elect Director Masato Miyachi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Dennis M. Nally	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Edward (Ted) Pick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Mary L. Schapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1n	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1o	Elect Director Rayford Wilkins, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.68 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Some concerns are raised regarding the discretionary process used to determine cash incentives, and the lack of key disclosures related to the performance assessment, though these issues have not contributed to a quantitative pay-for-performance misalignment. However, a vote AGAINST this proposal is warranted in light of significant concerns surrounding one-time awards granted to three NEOs in connection with the CEO transition. Proxy disclosure surrounding the committee's decision-making process and shareholder feedback related to the awards is robust. However, the rationale for the extraordinary total magnitude is less compelling, particularly in light of somewhat limited disclosure related to the magnitude determination. Structurally, the awards largely track the annual LTI awards for most non-CEO NEOs, including the weighting of performance equity, the performance metrics, goals, and vesting periods. This overlapping approach results in a sizable supplemental pay opportunity for the same performance outcomes. Additionally, a significant portion of the award lacks performance criteria. In this case, maintaining a structure for one-time awards that is consistent with the annual LTI grants does not meet the heightened pay-for-performance considerations that arise with off-cycle awards of this magnitude.</i>						
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the plan is broad-based, has reasonable limits on employee contributions, and the purchase price provides for a reasonable discount.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.</i>							
6	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts and its management of related efforts.</i>							
7	Report on Clean Energy Supply Financing Ratio	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Measuring and disclosing this statistic will give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway, its fossil fuel policy, and actions regarding corporate responsibility.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/10/2024	Auto-Approved 05/10/2024	Shares Confirmed 05/14/2024	105	105
<b>Total Shares:</b>						<b>105</b>	<b>105</b>

**NextEra Energy, Inc.**

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> NEE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1842977	
<b>Primary Security ID:</b> 65339F101	<b>Primary CUSIP:</b> 65339F101	<b>Primary ISIN:</b> US65339F1012	<b>Primary SEDOL:</b> 2328915
<b>Votable Shares:</b> 3,387	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,387	<b>Shares Voted:</b> 3,387

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nicole S. Arnaboldi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director James L. Camaren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Naren K. Gursahaney	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the audit committee, Naren Gursahaney, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>							
1d	Elect Director Kirk S. Hachigian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Maria G. Henry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director John W. Ketchum	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director David L. Porges	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Deborah L. "Dev" Stahlkopf	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director John A. Stall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Darryl L. Wilson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 9.21 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While a concern is noted, pay and performance are reasonably aligned for the year in review. In addition, annual incentives were primarily determined by pre-set financial and operational metrics, and a majority of long-term incentives are performance conditioned.</i>							
4	Disclose Board Skills and Diversity Matrix	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted as a growing number of large companies are providing a matrix indicating the diversity of their boards. A board matrix including gender and racial diversity would enhance transparency and would provide shareholders with a better tool to assess the quality of NextEra's board and to evaluate its director nominees.</i>							
5	Report on Climate Lobbying	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure around the company's framework for identifying alignments and its approach to addressing misalignments would allow shareholders to better evaluate the company's lobbying efforts, and is unlikely to be unduly burdensome for the company.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	3,297	3,297
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	90	90
<b>Total Shares:</b>						<b>3,387</b>	<b>3,387</b>

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# Ring Energy, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> REI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851195	
<b>Primary Security ID:</b> 76680V108	<b>Primary CUSIP:</b> 76680V108	<b>Primary ISIN:</b> US76680V1089	<b>Primary SEDOL:</b> BITGYD6
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,122	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,122	<b>Shares Voted:</b> 2,122

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John A. Crum	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.2	Elect Director David S. Habachy	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.3	Elect Director Richard E. Harris	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.4	Elect Director Paul D. McKinney	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.5	Elect Director Thomas L. Mitchell	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.6	Elect Director Anthony B. Petrelli	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
1.7	Elect Director Regina Roesener	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the pay-for-performance misalignment is mitigated at this time. While the short-term incentive program allows for significant committee discretion, equity awards were primarily performance-based and payouts are capped at target when TSR is negative.</i>						
3	Ratify Grant Thornton LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2024	Auto-Approved 05/03/2024	Shares Confirmed 05/04/2024	2,122	2,122
<b>Total Shares:</b>						<b>2,122</b>	<b>2,122</b>

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## Rithm Capital Corp.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> RITM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/02/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848569	
<b>Primary Security ID:</b> 64828T201	<b>Primary CUSIP:</b> 64828T201	<b>Primary ISIN:</b> US64828T2015	<b>Primary SEDOL:</b> BRJ9GW0
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,627	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,627	<b>Shares Voted:</b> 2,627

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin J. Finnerty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Michael Nierenberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Patrice M. Le Melle	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.57 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 05/21/2024	2,627	2,627
<b>Total Shares:</b>						<b>2,627</b>	<b>2,627</b>

## Royal Gold, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> RGLD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846805	
<b>Primary Security ID:</b> 780287108	<b>Primary CUSIP:</b> 780287108	<b>Primary ISIN:</b> US7802871084	<b>Primary SEDOL:</b> 2755706
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,810	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,810	<b>Shares Voted:</b> 1,810

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William Heissenbuttel	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



## Royal Gold, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jamie Sokalsky	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 23.26 percent of the fees paid to the auditor are for non-audit purposes.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/25/2024	Auto-Approved 04/25/2024	Shares Confirmed 04/30/2024	1,810	1,810
<b>Total Shares:</b>						<b>1,810</b>	<b>1,810</b>

## SBA Communications Corporation

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> SBAC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849887	
<b>Primary Security ID:</b> 78410G104	<b>Primary CUSIP:</b> 78410G104	<b>Primary ISIN:</b> US78410G1040	<b>Primary SEDOL:</b> BZ6TS23
<b>Votable Shares:</b> 492	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 492	<b>Shares Voted:</b> 492

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brendan T. Cavanagh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Mary S. Chan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Jay L. Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director George R. Krouse, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# SBA Communications Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. Although the TSR PRSU metric merely targets median performance with no disclosed cap on payouts in the event of negative absolute TSR, the CEO's long-term incentives are chiefly performance conditioned, with performance measured over a multi-year period. Moreover, annual incentives are primarily linked to pre-set financial metrics and, in 2024, the committee reduced the proportion of the STIP that is based on non-financial metrics.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/01/2024	Shares Confirmed 05/03/2024	492	492
<b>Total Shares:</b>						<b>492</b>	<b>492</b>

# Sealed Air Corporation

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> SEE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848714	
<b>Primary Security ID:</b> 81211K100	<b>Primary CUSIP:</b> 81211K100	<b>Primary ISIN:</b> US81211K1007	<b>Primary SEDOL:</b> 2232793
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 323	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 323	<b>Shares Voted:</b> 323

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zubaid Ahmad	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Kevin C. Berryman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Francoise Colpron	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Clay M. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Henry R. Keizer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Harry A. Lawton, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Suzanne B. Rowland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Sealed Air Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.07 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	323	323
<b>Total Shares:</b>						<b>323</b>	<b>323</b>

# ServiceNow, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> NOW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845108	
<b>Primary Security ID:</b> 81762P102	<b>Primary CUSIP:</b> 81762P102	<b>Primary ISIN:</b> US81762P1021	<b>Primary SEDOL:</b> B80NXX8
<b>Votable Shares:</b> 1,384	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,384	<b>Shares Voted:</b> 1,384

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Susan L. Bostrom	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Teresa Briggs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jonathan C. Chadwick	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Paul E. Chamberlain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Lawrence J. Jackson, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Frederic B. Luddy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director William R. "Bill" McDermott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Jeffrey A. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Joseph "Larry" Quinlan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Anita M. Sands	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt Simple Majority Vote	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	1,384	1,384
			05/02/2024	05/02/2024	05/03/2024		
<b>Total Shares:</b>						<b>1,384</b>	<b>1,384</b>

**The Charles Schwab Corporation**

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> SCHW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845606	
<b>Primary Security ID:</b> 808513105	<b>Primary CUSIP:</b> 808513105	<b>Primary ISIN:</b> US8085131055	<b>Primary SEDOL:</b> 2779397
<b>Votable Shares:</b> 3,057	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,057	<b>Shares Voted:</b> 3,057

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Walter W. Bettinger, II	Mgmt	Yes	For	For	For	For

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# The Charles Schwab Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Joan T. Dea	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Christopher V. Dodds	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Bharat B. Masrani	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Charles A. Ruffel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; - The company maintains a modified single trigger change-in-control agreement provision; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							
4	Improve Executive Compensation Program and Policy	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company provides disclosure surrounding its executive compensation setting process, inclusion of CEO pay ratios and other factors to executive compensation programs could allow for more informed and contextual assessments by investors as to whether the company's executive compensation practices are reasonable and fair and aligned with shareholders' long-term interests.</i>							
5	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against employees.</i>							
6	Report on Median Gender/Racial Pay Gaps	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from median racial/gender pay gap reporting that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbleline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2024	Auto-Approved 05/10/2024	Shares Confirmed 05/14/2024	3,057	3,057
<b>Total Shares:</b>						<b>3,057</b>	<b>3,057</b>

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# The Interpublic Group of Companies, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> IPG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849921	
<b>Primary Security ID:</b> 460690100	<b>Primary CUSIP:</b> 460690100	<b>Primary ISIN:</b> US4606901001	<b>Primary SEDOL:</b> 2466321
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 13,110	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 13,110	<b>Shares Voted:</b> 13,110

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jorge L. Benitez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Jocelyn Carter-Miller	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Mary J. Steele Guilfoile	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Dawn Hudson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Philippe Krakowsky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Jonathan F. Miller	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Patrick Q. Moore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Linda S. Sanford	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director David M. Thomas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director E. Lee Wyatt, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.67 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Despite concerns regarding the disclosure of STI and LTI goals, the short-term incentive is primarily based on pre-set financial metrics, and the long-term incentive is majority performance based.</i>						
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>						

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# The Interpublic Group of Companies, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	13,110	13,110
<b>Total Shares:</b>						<b>13,110</b>	<b>13,110</b>

## Unum Group

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> UNM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848622	
<b>Primary Security ID:</b> 91529Y106	<b>Primary CUSIP:</b> 91529Y106	<b>Primary ISIN:</b> US91529Y1064	<b>Primary SEDOL:</b> 2433842
<b>Votable Shares:</b> 957	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 957
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 957	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Theodore H. Bunting, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Susan L. Cross	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Susan D. DeVore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Joseph J. Echevarria	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Cynthia L. Egan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Kevin T. Kabat	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Timothy F. Keaney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Gale V. King	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Gloria C. Larson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Mojgan M. Lefebvre	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Unum Group

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Richard P. McKenney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Ronald P. O'Hanley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.21 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing protections afforded to directors, providing protections to officers that would allow the company to attract and retain quality personnel without negatively impacting shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	957	957
<b>Total Shares:</b>						<b>957</b>	<b>957</b>

# Voya Financial, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> VOYA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/27/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848962	
<b>Primary Security ID:</b> 929089100	<b>Primary CUSIP:</b> 929089100	<b>Primary ISIN:</b> US9290891004	<b>Primary SEDOL:</b> BKWQ2N2
<b>Votable Shares:</b> 919	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 919	<b>Shares Voted:</b> 919

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lynne Biggar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephen Bowman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Yvette S. Butler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jane P. Chwick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kathleen DeRose	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1f	Elect Director Hikmet Ersek	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ruth Ann M. Gillis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Heather Lavallee	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Robert G. Leary	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Aylwin B. Lewis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Joseph V. Tripodi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time. In addition, the compensation committee demonstrated sufficient responsiveness to shareholder concerns following last year's low say-on-pay support.</i>						
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
5	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.00 percent of the fees paid to the auditor are for non-audit purposes.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/07/2024	Auto-Approved 05/07/2024	Shares Confirmed 05/08/2024	919	919
<b>Total Shares:</b>						<b>919</b>	<b>919</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

WESCO International, Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> WCC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1849875	
<b>Primary Security ID:</b> 95082P105	<b>Primary CUSIP:</b> 95082P105	<b>Primary ISIN:</b> US95082P1057	<b>Primary SEDOL:</b> 2416973

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 164	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 164
	<b>Shares Voted:</b> 164

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John J. Engel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Glynis A. Bryan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Anne M. Cooney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Matthew J. Espe	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Bobby J. Griffin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Sundaram "Naga" Nagarajan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Steven A. Raymund	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director James L. Singleton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Easwaran Sundaram	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Laura K. Thompson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>						

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## WESCO International, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.22 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/29/2024	Shares Confirmed 04/30/2024	164	164
<b>Total Shares:</b>						<b>164</b>	<b>164</b>

## Wingstop Inc.

<b>Meeting Date:</b> 05/23/2024	<b>Country:</b> USA	<b>Ticker:</b> WING	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1844872	
<b>Primary Security ID:</b> 974155103	<b>Primary CUSIP:</b> 974155103	<b>Primary ISIN:</b> US9741551033	<b>Primary SEDOL:</b> BYYXHN4
<b>Votable Shares:</b> 336	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 336
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 336	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kate S. Lavelle	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Michael Skipworth, Kate Lavelle, and Kilandigalu (Kay) Madati given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>							
1.2	Elect Director Kilandigalu (Kay) M. Madati	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Michael Skipworth, Kate Lavelle, and Kilandigalu (Kay) Madati given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>							
1.3	Elect Director Michael J. Skipworth	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Michael Skipworth, Kate Lavelle, and Kilandigalu (Kay) Madati given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i></p>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.17 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

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## Wingstop Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
6	Report on GHG Emissions Reduction Targets	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as increased disclosures around greenhouse gas emissions and reduction targets would allow shareholders to better evaluate how the company is managing climate change-related risks.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	336	336
<b>Total Shares:</b>						<b>336</b>	<b>336</b>

## LyondellBasell Industries N.V.

<b>Meeting Date:</b> 05/24/2024	<b>Country:</b> Netherlands	<b>Ticker:</b> LYB	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1846616	
<b>Primary Security ID:</b> N53745100	<b>Primary CUSIP:</b> N53745100	<b>Primary ISIN:</b> NL0009434992	<b>Primary SEDOL:</b> B3SPXZ3
<b>Votable Shares:</b> 1,091	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,091	<b>Shares Voted:</b> 1,091

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacques Aigrain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Lincoln Benet	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Robin Buchanan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Anthony (Tony) Chase	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Robert (Bob) Dudley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# LyondellBasell Industries N.V.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Claire Farley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Rita Griffin	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Rita Griffin, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>						
1h	Elect Director Michael (Mike) Hanley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Virginia Kamsky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Bridget Karlin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Albert Manifold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Peter Vanacker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Approve Discharge of Directors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of the absence of any information about significant and compelling controversies indicating that the directors are not fulfilling their fiduciary duties.</i>						
3	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this routine item is warranted.</i>						
4	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.18 percent of the fees paid to the auditor are for non-audit purposes.</i>						
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.18 percent of the fees paid to the auditor are for non-audit purposes.</i>						
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. There are some concerns regarding rigor and disclosure of PSU goals. Nonetheless, annual incentives were primarily based on pre-set financial metrics, and long-term incentives were half performance-based.</i>						
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed repurchase authority appears to be within reasonable limits and no serious concerns are highlighted.</i>						
8	Approve Cancellation of Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Because the cancellation of shares is in shareholders' interests, a vote FOR this proposal is warranted.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# LyondellBasell Industries N.V.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/05/2024	Auto-Approved 05/05/2024		1,091	1,091
<b>Total Shares:</b>						<b>1,091</b>	<b>1,091</b>

# Merck & Co., Inc.

**Meeting Date:** 05/28/2024      **Country:** USA      **Ticker:** MRK      **Proxy Level:** 3  
**Record Date:** 04/01/2024      **Meeting Type:** Annual      **Meeting ID:** 1848979  
**Primary Security ID:** 58933Y105      **Primary CUSIP:** 58933Y105      **Primary ISIN:** US58933Y1055      **Primary SEDOL:** 2778844

**Total Ballots:** 2      **Voting Policy:** UUA  
**Votable Shares:** 4,050      **\*Shares on Loan:** 0      **Shares Instructed:** 4,050      **Shares Voted:** 4,050

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mary Ellen Coe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Pamela J. Craig	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Robert M. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Thomas H. Glocer	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Risa J. Lavizzo-Mourey	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Stephen L. Mayo	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Paul B. Rothman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Patricia F. Russo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Christine E. Seidman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Inge G. Thulin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Kathy J. Warden	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time. Although there are certain disclosure concerns with respect to STI program, the STI is primarily based on pre-set, objective measures. Additionally, the LTI is predominantly performance-conditioned with a multi-year measurement period.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.93 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Provide Right to Act by Written Consent	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would enhance shareholder rights.</i>							
5	Disclose a Government Censorship Transparency Report	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, because: - the company provides disclosure of its commitment to transparency; - the company has not engaged in unconstitutional censorship; and - the proponent is conflating efforts to combat misinformation with unconstitutional censorship.</i>							
6	Report on Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as Merck appears to be taking appropriate measures to address the risk of discrimination against employees based on religion or political views.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	3,995	3,995
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	55	55
<b>Total Shares:</b>						<b>4,050</b>	<b>4,050</b>

# Acadia Pharmaceuticals Inc.

<b>Meeting Date:</b> 05/29/2024	<b>Country:</b> USA	<b>Ticker:</b> ACAD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858495	
<b>Primary Security ID:</b> 004225108	<b>Primary CUSIP:</b> 004225108	<b>Primary ISIN:</b> US0042251084	<b>Primary SEDOL:</b> 2713317
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 2,215	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,215	<b>Shares Voted:</b> 2,215

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Julian C. Baker	Mgmt	Yes	For	For	Withhold	Withhold

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Acadia Pharmaceuticals Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Stephen R. Biggar	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Daniel B. Soland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - The majority of equity awards to the CEO are not tied to performance-contingent pay elements; and - There is high CEO pay relative to company performance compared to the company's peers.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	2,215	2,215
<b>Total Shares:</b>						<b>2,215</b>	<b>2,215</b>

# Dollar General Corporation

<b>Meeting Date:</b> 05/29/2024	<b>Country:</b> USA	<b>Ticker:</b> DG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/20/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1845964	
<b>Primary Security ID:</b> 256677105	<b>Primary CUSIP:</b> 256677105	<b>Primary ISIN:</b> US2566771059	<b>Primary SEDOL:</b> B5B1S13
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 324	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 324	<b>Shares Voted:</b> 324

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warren F. Bryant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael M. Calbert	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ana M. Chadwick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Dollar General Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Patricia D. Fili-Krushel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Timothy I. McGuire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director David P. Rowland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Debra A. Sandler	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Ralph E. Santana	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Todd J. Vasos	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While incentive programs are primarily performance based for NEOs (other than the CEO), and payouts are consistent with recent company performance, an unmitigated pay-for-performance misalignment was identified for the year in review. Specifically, in connection with Vasos' reappointment as CEO, the company provided him with large rehire stock option awards. Concerns surrounding the award are magnified, as they are not attached to any objective performance criteria nor require significant stock price outperformance. While it is recognized that the company provides clear disclosure of goals and payout formulas, half of the PSUs in the LTI lack a long-term focus, as EBITDA goals are measured only annually. Lastly, the company provides for a relatively high maximum opportunity in the STI and LTI programs in FY23, although certain opportunities will be reduced in FY24.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.46 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Clawback Policy	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company's recoupment policies are relatively robust and address the concerns raised by the shareholder proposal.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/16/2024	Auto-Approved 05/16/2024	Shares Confirmed 05/17/2024	324	324
<b>Total Shares:</b>						<b>324</b>	<b>324</b>

# iRhythm Technologies, Inc.

<b>Meeting Date:</b> 05/29/2024	<b>Country:</b> USA	<b>Ticker:</b> IRTC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/03/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1848567	
<b>Primary Security ID:</b> 450056106	<b>Primary CUSIP:</b> 450056106	<b>Primary ISIN:</b> US4500561067	<b>Primary SEDOL:</b> BYT4ST5

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,020

\*Shares on Loan: 0

Shares Instructed: 1,020

Shares Voted: 1,020

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director C. Noel Bairey Merz	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Quentin S. Blackford	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1.3	Elect Director Bruce G. Bodaken	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Bruce Bodaken given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.</i></p>							
1.4	Elect Director Karen Ling	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Mojdeh Poul	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.6	Elect Director Mark J. Rubash	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.7	Elect Director Ralph Snyderman	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.8	Elect Director Abhijit Y. Talwalkar	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.9	Elect Director Brian Yoor	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns are raised regarding the total value of the CEO's long-term incentives, which includes a relatively large one-time award. While the one-time award is entirely composed of PSUs, forward-looking performance goals are not provided, which is of particular concern given the overall magnitude and high vesting opportunities. In addition, recently hired NEOs who received sizable onboarding grants in the previous year were also granted one-time awards.</i></p>							
4	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company seeks to align its officer exculpation provisions with the recently amended Delaware statute and existing protections afforded to directors, providing protections to officers that would allow the company to attract and retain quality personnel without negatively impacting shareholder rights.</i></p>							

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# iRhythm Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year

*Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/14/2024	Auto-Approved 05/14/2024	Shares Confirmed 05/15/2024	1,020	1,020
<b>Total Shares:</b>						<b>1,020</b>	<b>1,020</b>

# Mattel, Inc.

<b>Meeting Date:</b> 05/29/2024	<b>Country:</b> USA	<b>Ticker:</b> MAT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851854	
<b>Primary Security ID:</b> 577081102	<b>Primary CUSIP:</b> 577081102	<b>Primary ISIN:</b> US5770811025	<b>Primary SEDOL:</b> 2572303
<b>Votable Shares:</b> 1,276	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 1,276	<b>Shares Voted:</b> 1,276

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriana Cisneros	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Diana Ferguson	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Julius Genachowski	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Noreena Hertz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Ynon Kreiz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Soren Laursen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Roger Lynch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Dominic Ng	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Judy Olian	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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## Mattel, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Dawn Ostroff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.43 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; and - The plan allows broad discretion to accelerate vesting.</i>							
5	Report on Political Contributions and Expenditures	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's direct and indirect political contributions through all trade associations and other tax-exempt organizations could help shareholders more comprehensively evaluate the company's management of related risks and benefits.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2024	Auto-Approved 05/15/2024	Shares Confirmed 05/16/2024	1,276	1,276
<b>Total Shares:</b>						<b>1,276</b>	<b>1,276</b>

## Meta Platforms, Inc.

<b>Meeting Date:</b> 05/29/2024	<b>Country:</b> USA	<b>Ticker:</b> META	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851990	
<b>Primary Security ID:</b> 30303M102	<b>Primary CUSIP:</b> 30303M102	<b>Primary ISIN:</b> US30303M1027	<b>Primary SEDOL:</b> B7TL820
<b>Votable Shares:</b> 2,567	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,567	<b>Shares Voted:</b> 2,567

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision. A WITHHOLD vote is further warranted for Peggy Alford in her capacity as chair of the compensation, nominating, &amp; governance committee due to consecutive years of high director pay without reasonable rationale disclosed.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Marc L. Andreessen	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>						
1.3	Elect Director John Arnold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Andrew W. Houston	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>						
1.5	Elect Director Nancy Killefer	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Robert M. Kimmitt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Hock E. Tan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Tracey T. Travis	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.9	Elect Director Tony Xu	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes for incumbent compensation committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu are warranted, in the absence of a say-on-pay proposal on the ballot, due to numerous concerns regarding the executive pay program. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>						
1.10	Elect Director Mark Zuckerberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Significant risks to shareholders stemming from severe ESG controversies have been identified at the company, which reflects a failure by the board to proficiently guard against and manage material environmental, social and governance risks. WITHHOLD votes for CEO/Chair Mark Zuckerberg are warranted given that the CEO and chair of the board ultimately shoulders the most responsibility amongst all board members for failing to effectively supervise the management of risks to the company and its shareholders, and should therefore be held the most accountable for poor board oversight of ESG risk exposures at the firm. WITHHOLD votes are further warranted for incumbent governance committee members Peggy Alford, Marc Andreessen, Andrew Houston, and Tony Xu, in addition to Mark Zuckerberg, the owner of the supervoting shares, given that the multi-class structure is not subject to a reasonable time-based sunset provision.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 27.55 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on a qualitative evaluation of the proposed amendment, a vote AGAINST the proposal is warranted. The proposed amendment to allow for dividend and dividend equivalent payments is considered contrary to shareholders' interests because the plan lacks a prohibition for the payment of dividends prior to the vesting of the underlying award.</i>						
5	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>						
6	Report on Generative AI Misinformation and Disinformation Risks	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Additional disclosure on how the company intends to manage misinformation and disinformation risks related to generative AI would help shareholders better evaluate the company's approach.</i>						
7	Disclosure of Voting Results Based on Class of Shares	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it appears reasonable that the company would begin differentiating the voting results on a per-class basis to help facilitate improved board accountability at the company.</i>						
8	Report on Human Rights Risks in Non-US Markets	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as increased transparency and disclosure would allow shareholders to better evaluate the effectiveness of the company's efforts in managing human rights risks related to content moderation in its five largest non-U.S. markets.</i>						
9	Amend Corporate Governance Guidelines	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as it would enhance the lead independent director duties.</i>						
10	Report on Human Rights Impact Assessment of Targeted Advertising	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i>						
11	Report on Child Safety and Harm Reduction	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i>						
12	Commission Third-Party Report on Minimum Age for Social Media Products and Conduct an Advisory Shareholder Vote	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. While shareholders would likely benefit from more disclosure around the risks and benefits of a higher minimum age, the proposal also asks for an advisory vote on the topic, and management is better positioned to execute the company's strategy.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
13	Report on Political Advertising and Election Cycle Enhanced Actions	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the impacts of political advertising on the company's platforms would allow shareholders to better assess the company's management of its political advertising policies and practices aimed at reducing the spread of misinformation, and as well as its management of associated risks.</i>							
14	Report on Framework to Assess Company Lobbying Alignment with Climate Goals	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted at this time. The request is not considered overly onerous or prescriptive, and shareholders would benefit from greater transparency of the company's direct and indirect climate lobbying, and how the company would plan to mitigate any risks that might be identified.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/14/2024	Auto-Approved 05/14/2024	Shares Confirmed 05/15/2024	2,567	2,567
<b>Total Shares:</b>						<b>2,567</b>	<b>2,567</b>

## Royal Caribbean Cruises Ltd.

<b>Meeting Date:</b> 05/29/2024	<b>Country:</b> Liberia	<b>Ticker:</b> RCL	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851899	
<b>Primary Security ID:</b> V7780T103	<b>Primary CUSIP:</b> V7780T103	<b>Primary ISIN:</b> LR0008862868	<b>Primary SEDOL:</b> 2754907
<b>Votable Shares:</b> 210	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 210	<b>Shares Voted:</b> 210

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Richard D. Fain	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director William L. Kimsey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Michael O. Leavitt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jason T. Liberty	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Royal Caribbean Cruises Ltd.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Amy McPherson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Maritza G. Montiel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Ann S. Moore	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Eyal M. Ofer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Vagn O. Sorensen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Donald Thompson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1m	Elect Director Arne Alexander Wilhelmsen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1n	Elect Director Rebecca Yeung	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Concerns are noted regarding the high maximum payout for the PSUs. Further, the company does not disclose forward-looking LTI goals and goals for certain STI metrics. However, the short-term incentive was primarily based on quantitative measures and the LTI is primarily performance-based.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/10/2024	Auto-Approved 05/10/2024	Shares Confirmed 05/14/2024	210	210
<b>Total Shares:</b>						<b>210</b>	<b>210</b>

# SEI Investments Company

<b>Meeting Date:</b> 05/29/2024	<b>Country:</b> USA	<b>Ticker:</b> SEIC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1850669	
<b>Primary Security ID:</b> 784117103	<b>Primary CUSIP:</b> 784117103	<b>Primary ISIN:</b> US7841171033	<b>Primary SEDOL:</b> 2793610

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



# SEI Investments Company

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 1,057

\*Shares on Loan: 0

Shares Instructed: 1,057

Shares Voted: 1,057

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carl A. Guarino	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephanie D. Miller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Carmen V. Romeo	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company made a significant severance payment to the CEO following his separation, which does not appear to be a qualifying termination. This is considered a problematic pay practice.</i>							
3	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.98 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	1,057	1,057
<b>Total Shares:</b>						<b>1,057</b>	<b>1,057</b>

# Shockwave Medical, Inc.

Meeting Date: 05/29/2024

Country: USA

Ticker: SWAV

Proxy Level: 5

Record Date: 04/22/2024

Meeting Type: Special

Meeting ID: 1860743

Primary Security ID: 82489TAA2

Primary CUSIP: 82489TAA2

Primary ISIN: US82489TAA25

Primary SEDOL: BRBHQ58

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 350

\*Shares on Loan: 0

Shares Instructed: 350

Shares Voted: 350

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this transaction is warranted. Although the board did not conduct an auction process, the board negotiated multiple increases to the offer price, and there were no higher offers despite public reports of a potential sale during the process. Moreover, the offer represents a premium to the five-year high closing price and to the unaffected price, and the cash form of consideration provides liquidity and certainty of value. In light of these factors, support for this transaction is warranted.</i>							

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## Shockwave Medical, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although cash severance arrangements are reasonable and no tax gross-ups are payable, unvested equity awards are single trigger and PSUs will be converted into cash awards based on achievement of the maximum performance level, without compelling rationale disclosed in the merger proxy.</i>							
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the underlying transaction (Item 1) merits support.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/17/2024	Auto-Approved 05/17/2024	Shares Confirmed 05/18/2024	350	350
<b>Total Shares:</b>						<b>350</b>	<b>350</b>

## Williams-Sonoma, Inc.

<b>Meeting Date:</b> 05/29/2024	<b>Country:</b> USA	<b>Ticker:</b> WSM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/02/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851197	
<b>Primary Security ID:</b> 969904101	<b>Primary CUSIP:</b> 969904101	<b>Primary ISIN:</b> US9699041011	<b>Primary SEDOL:</b> 2967589
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 106	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 106	<b>Shares Voted:</b> 106

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Laura Alber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Esi Eggleston Bracey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Andrew Campion	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Scott Dahnke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Anne Finucane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director William Ready	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.7	Elect Director Frits van Paasschen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Williams-Sonoma, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/10/2024	106	106
<b>Total Shares:</b>						<b>106</b>	<b>106</b>

## Columbia Sportswear Company

<b>Meeting Date:</b> 05/30/2024	<b>Country:</b> USA	<b>Ticker:</b> COLM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/26/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851847	
<b>Primary Security ID:</b> 198516106	<b>Primary CUSIP:</b> 198516106	<b>Primary ISIN:</b> US1985161066	<b>Primary SEDOL:</b> 2229126
<b>Votable Shares:</b> 1,959	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,959	<b>Shares Voted:</b> 1,959

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy P. Boyle	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Stephen E. Babson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Andy D. Bryant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director John W. Culver	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Charles D. Denson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Columbia Sportswear Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Kevin Mansell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Ronald E. Nelson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Christiana Smith Shi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Sabrina L. Simmons	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Malia H. Wasson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as no significant concerns were identified and pay and performance are reasonably aligned at this time.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 04/29/2024	Auto-Approved 04/30/2024	Shares Confirmed 05/01/2024	1,959	1,959
<b>Total Shares:</b>						<b>1,959</b>	<b>1,959</b>

# Ferguson Plc

<b>Meeting Date:</b> 05/30/2024	<b>Country:</b> Jersey	<b>Ticker:</b> FERG	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Special	<b>Meeting ID:</b> 1852284	
<b>Primary Security ID:</b> G3421J106	<b>Primary CUSIP:</b> G3421J106	<b>Primary ISIN:</b> JE00BJVNSS43	<b>Primary SEDOL:</b> BKB0C57
<b>Votable Shares:</b> 336	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 336	<b>Shares Voted:</b> 336

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Change Jurisdiction of Incorporation from Jersey to Delaware	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST reincorporation.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Ferguson Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2.A	Amend Articles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company seeks to adopt governing documents that align with Delaware law in connection with the proposed reincorporation (Item 1), which merits support.</i>						
2.B	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as this proposal is expected to allow the board to amend certain bylaws that are minor or of a "housekeeping" nature, while still requiring a shareholder vote on more significant amendments.</i>						
2.C	Authorize Board to Fill Vacancies	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because no corporate governance concerns have been identified.</i>						
2.D	Provide Right to Call a Special Meeting	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as it is unclear how a higher ownership threshold to call a special meeting would be beneficial for shareholders.</i>						
2.E	Amend Certificate of Incorporation to Limit the Liability of Officers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation amendment aligns with Delaware law and is considered to reasonably balance shareholders' interest in officer accountability with their interest in recruiting and retaining qualified officers to manage the company.</i>						
2.F	Amend Exclusive Forum Provision	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because no corporate governance concerns have been identified. In connection with the reincorporation proposal (Item 1), the company seeks to designate Delaware courts as the exclusive forum for cases governed by Delaware corporate law and to maintain the federal courts as the exclusive forum for actions under federal securities law.</i>						
2.G	Authorize New Class of Preferred Stock	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the board has not specifically stated that the shares may not be used for antitakeover purposes in the future.</i>						
2.H	Authorize a New Class of Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The authorized share capital is not expected to increase and the removal of pre-emptive rights may improve the company's ability to raise capital.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/20/2024	Auto-Approved 05/20/2024	Shares Confirmed 05/21/2024	336	336
<b>Total Shares:</b>						<b>336</b>	<b>336</b>

# Hayward Holdings, Inc.

<b>Meeting Date:</b> 05/30/2024	<b>Country:</b> USA	<b>Ticker:</b> HAYW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/02/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851535	
<b>Primary Security ID:</b> 421298100	<b>Primary CUSIP:</b> 421298100	<b>Primary ISIN:</b> US4212981009	<b>Primary SEDOL:</b> BMFQC33

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Hayward Holdings, Inc.

Total Ballots: 1		Voting Policy: UUA					
Votable Shares: 1,690	*Shares on Loan: 0	Shares Instructed: 1,690	Shares Voted: 1,690				
Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane S. Dayhoff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephen J. Felice	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Stephen (Steve) Felice given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>							
1c	Elect Director Kevin P. Holleran	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Lori A. Walker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Lawrence H. Silber	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.74 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/17/2024	Auto-Approved 05/17/2024	Shares Confirmed 05/18/2024	1,690	1,690
<b>Total Shares:</b>						<b>1,690</b>	<b>1,690</b>

# Keros Therapeutics, Inc.

<b>Meeting Date:</b> 05/30/2024	<b>Country:</b> USA	<b>Ticker:</b> KROS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851842	
<b>Primary Security ID:</b> 492327101	<b>Primary CUSIP:</b> 492327101	<b>Primary ISIN:</b> US4923271013	<b>Primary SEDOL:</b> BM7V485
<b>Total Ballots:</b> 1		<b>Voting Policy:</b> UUA	
Votable Shares: 940	*Shares on Loan: 0	Shares Instructed: 940	Shares Voted: 940

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jasbir Sehra	Mgmt	Yes	For	For	For	For

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## Keros Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Nima Farzan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Nima Farzan and Julius Knowles given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR director nominee Jasbir Seehra is warranted.</i>							
1.3	Elect Director Julius Knowles	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Nima Farzan and Julius Knowles given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR director nominee Jasbir Seehra is warranted.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.41 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/07/2024	Auto-Approved 05/07/2024	Shares Confirmed 05/09/2024	940	940
<b>Total Shares:</b>						<b>940</b>	<b>940</b>

## WNS (Holdings) Limited

<b>Meeting Date:</b> 05/30/2024	<b>Country:</b> Jersey	<b>Ticker:</b> WNS	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/02/2024	<b>Meeting Type:</b> Extraordinary Shareholders	<b>Meeting ID:</b> 1862002	
<b>Primary Security ID:</b> G98196101	<b>Primary CUSIP:</b> G98196101	<b>Primary ISIN:</b> JE00BQC4YW14	<b>Primary SEDOL:</b> BQC4YW1
<b>Votable Shares:</b> 2,017	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 2,017	<b>Shares Voted:</b> 2,017

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# WNS (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Authorize Share Repurchase Program	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/15/2024	Auto-Approved 05/15/2024	Shares Confirmed 05/16/2024	2,017	2,017
<b>Total Shares:</b>						<b>2,017</b>	<b>2,017</b>

# Amgen Inc.

<b>Meeting Date:</b> 05/31/2024	<b>Country:</b> USA	<b>Ticker:</b> AMGN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851838	
<b>Primary Security ID:</b> 031162100	<b>Primary CUSIP:</b> 031162100	<b>Primary ISIN:</b> US0311621009	<b>Primary SEDOL:</b> 2023607
<b>Votable Shares:</b> 100	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Robert A. Bradway	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Michael V. Drake	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Brian J. Druker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Robert A. Eckert	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Greg C. Garland	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Charles M. Holley, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director S. Omar Ishrak	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Tyler Jacks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Amgen Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Mary E. Klotman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Ellen J. Kullman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Amy E. Miles	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Although some concerns are noted, the STI and LTI plans are primarily performance-conditioned.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/14/2024	Auto-Approved 05/14/2024	Shares Confirmed 05/15/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# Lowe's Companies, Inc.

<b>Meeting Date:</b> 05/31/2024	<b>Country:</b> USA	<b>Ticker:</b> LOW	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1852198	
<b>Primary Security ID:</b> 548661107	<b>Primary CUSIP:</b> 548661107	<b>Primary ISIN:</b> US5486611073	<b>Primary SEDOL:</b> 2536763
<b>Votable Shares:</b> 855	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 855	<b>Shares Voted:</b> 855

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.2	Elect Director David H. Batchelder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Scott H. Baxter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Sandra B. Cochran	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Laurie Z. Douglas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Richard W. Dreiling	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Marvin R. Ellison	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Navdeep Gupta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Brian C. Rogers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Lawrence Simkins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.12	Elect Director Colleen Taylor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.13	Elect Director Mary Beth West	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review. Though concerns exist in the LTI plan, equity awards are performance-based and measured over a multi-year period, while the STI plan is primarily based on pre-set financial measures.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.09 percent of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/03/2024	Auto-Approved 05/03/2024	Shares Confirmed 05/04/2024	855	855
<b>Total Shares:</b>						<b>855</b>	<b>855</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# UnitedHealth Group Incorporated

<b>Meeting Date:</b> 06/03/2024	<b>Country:</b> USA	<b>Ticker:</b> UNH	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1854309	
<b>Primary Security ID:</b> 91324P102	<b>Primary CUSIP:</b> 91324P102	<b>Primary ISIN:</b> US91324P1021	<b>Primary SEDOL:</b> 2917766
	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 498	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 498	<b>Shares Voted:</b> 498

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Charles Baker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Timothy Flynn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Paul Garcia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Kristen Gil	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Stephen Hemsley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Michele Hooper	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director F. William McNabb, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Valerie Montgomery Rice	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director John Noseworthy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Andrew Wittly	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review. There are concerns noted in the analysis, as forward-looking PSU goals are not disclosed and the STI allows for considerable discretion. Nevertheless the LTIP was targeted to be half performance-conditioned, measured over a multi-year period, and the committee exercised negative discretion to reduce 2023 STI payouts.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.42 percent of the fees paid to the auditor are for non-audit purposes.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Report on Congruency of Political Spending with Company Values and Priorities	SH	Yes	Against	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted, as a report assessing the company's value alignment with political expenditures would enable shareholders to have a greater understanding of how the company oversees and manages risks related to its political affiliations.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2024	Auto-Approved 05/15/2024	Shares Confirmed 05/16/2024	410	410
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/15/2024	Auto-Approved 05/15/2024	Shares Confirmed 05/16/2024	88	88
<b>Total Shares:</b>						<b>498</b>	<b>498</b>

# Warner Bros. Discovery, Inc.

<b>Meeting Date:</b> 06/03/2024	<b>Country:</b> USA	<b>Ticker:</b> WBD	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1852943	
<b>Primary Security ID:</b> 934423104	<b>Primary CUSIP:</b> 934423104	<b>Primary ISIN:</b> US9344231041	<b>Primary SEDOL:</b> BM8JYX3
<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 2,877	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,877	<b>Shares Voted:</b> 2,877

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Li Haslett Chen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Richard W. Fisher	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Richard Fisher, Paul Gould, and Kenneth Lowe for inadequate responsiveness to a low say-on-pay vote result.</i>							
1.3	Elect Director Paul A. Gould	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for incumbent compensation committee members Richard Fisher, Paul Gould, and Kenneth Lowe for inadequate responsiveness to a low say-on-pay vote result.</i>							
1.4	Elect Director Kenneth W. Lowe	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent compensation committee members Richard Fisher, Paul Gould, and Kenneth Lowe for inadequate responsiveness to a low say-on-pay vote result.</i>							
1.5	Elect Director John C. Malone	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.6	Elect Director Fazal Merchant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Paula A. Price	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director David M. Zaslav	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.25 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Following a low say-on-pay vote result at the 2023 annual meeting, the proxy discloses the company's engagement efforts and feedback from shareholders, but it is unclear whether the feedback relates to concerns that drove shareholders to vote against the proposal last year. The committee's response to feedback includes changes made to the pay program that were disclosed and known to shareholders prior to the 2023 annual meeting, and other concerns are only partially addressed or not at all. As such, the committee did not demonstrate sufficient responsiveness to last year's low vote result. Further, an unmitigated pay-for-performance misalignment exists for the year in review. CEO Zaslav, as well as two other NEOs, receive outsized base salaries, while Zaslav's target bonus opportunity is also relatively large. Disclosure concerns also persist in the annual bonus, and Zaslav's FY23 bonus had a minimum payout at target based on a prior agreement with the company. Though Zaslav's annual equity grant was entirely in performance equity, the award is only based on one-year performance, and three-fourths of the award vests based on the compensation committee's discretionary assessment of strategic metrics. The company also granted executives a supplemental equity award that mirrors the financial goal in annual grants, having the effect of increasing equity grant value based on a one-year performance goal.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive - The three-year average burn rate is excessive - The estimated duration of available and proposed shares exceeds six years - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) - The plan allows broad discretion to accelerate vesting</i>						
5	Report on Use of Artificial Intelligence	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as improved transparency and the disclosure of ethical guidelines would provide shareholders the ability to evaluate the benefits and risks associated with the company's use of artificial intelligence (AI).</i>						
6	Provide Right to Call a Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted as the ability to call special meetings would improve shareholder rights.</i>						
7	Establish a Board Committee on Corporate Financial Sustainability	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as, absent clear performance concerns, the board is generally given latitude to determine its committee structure.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/22/2024	Auto-Approved 05/22/2024	Shares Confirmed 05/23/2024	2,846	2,846
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/22/2024	Auto-Approved 05/22/2024	Shares Confirmed 05/23/2024	31	31

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

ACI Worldwide, Inc.

Meeting Date: 06/04/2024 Country: USA Ticker: ACIW Proxy Level: 3  
 Record Date: 04/09/2024 Meeting Type: Annual Meeting ID: 1854259  
 Primary Security ID: 004498101 Primary CUSIP: 004498101 Primary ISIN: US0044981019 Primary SEDOL: 2889155

Total Ballots: 1 Voting Policy: UUA  
 Votable Shares: 3,804 \*Shares on Loan: 0 Shares Instructed: 3,804 Shares Voted: 3,804

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Adalio T. Sanchez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Juan A. Benitez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Janet O. Estep	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Mary P. Harman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Katrinka B. McCallum	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Charles E. Peters, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Thomas W. Warsop, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Samir M. Zabaneh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 18.90 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# ACI Worldwide, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/14/2024	3,804	3,804
<b>Total Shares:</b>						<b>3,804</b>	<b>3,804</b>

## Booking Holdings Inc.

<b>Meeting Date:</b> 06/04/2024	<b>Country:</b> USA	<b>Ticker:</b> BKNG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/09/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855030	
<b>Primary Security ID:</b> 09857L108	<b>Primary CUSIP:</b> 09857L108	<b>Primary ISIN:</b> US09857L1089	<b>Primary SEDOL:</b> BDRXDB4

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 10	<b>Shares Instructed:</b> 10
<b>*Shares on Loan:</b> 0	<b>Shares Voted:</b> 10

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Glenn D. Fogel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Miriam M. Graddick-Weir	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Kelly Grier	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.4	Elect Director Wei Hopeman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Charles H. Noski	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Larry Quinlan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director Nicholas J. Read	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Thomas E. Rothman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.10	Elect Director Sumit Singh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.11	Elect Director Lynn Vojvodich Radakovich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.12	Elect Director Vanessa A. Wittman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. The annual incentive bonus pool is funded based on pre-set financial goals, although the plan allows for a significant degree of committee discretion. However, an STIP payout cap is expected to be implemented in FY24. Further, equity awards are majority performance-conditioned, the LTIP is measured over a multi-year period, and the relative TSR metric is capped at target in the event absolute company TSR is negative. Nonetheless, continued monitoring of the pay program is warranted as the company continues to undergo pay program changes, particularly given the relatively high payout opportunities.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Clawback Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding all recoupments. Such disclosure would benefit shareholders.</i>							
5	Report on Risks Related to Fulfilling Information Requests for Enforcing Laws Criminalizing Abortion Access	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the potential risks and costs associated with the fulfillment of information requests for the enforcement of state laws related to reproductive rights would allow shareholders to assess how the company is managing such risks.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/14/2024	Auto-Approved 05/14/2024	Shares Confirmed 05/15/2024	10	10
<b>Total Shares:</b>						<b>10</b>	<b>10</b>

## Cloudflare, Inc.

<b>Meeting Date:</b> 06/04/2024	<b>Country:</b> USA	<b>Ticker:</b> NET	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/10/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1853352	
<b>Primary Security ID:</b> 18915M107	<b>Primary CUSIP:</b> 18915M107	<b>Primary ISIN:</b> US18915M1071	<b>Primary SEDOL:</b> BJXC5M2
<b>Votable Shares:</b> 2,010	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,010	<b>Shares Voted:</b> 2,010

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Maria Eitel	Mgmt	Yes	For	Withhold	Withhold	Withhold

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<p><i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for Nominating Committee chair Maria Eitel for lack of racial/ethnic diversity on the board. WITHHOLD votes are warranted for Governance Committee members Maria Eitel and Katrin Suder given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights.</i></p>							
1.2	Elect Director Matthew Prince	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director.</i></p>							
1.3	Elect Director Katrin Suder	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. WITHHOLD votes are warranted for Nominating Committee chair Maria Eitel for lack of racial/ethnic diversity on the board. WITHHOLD votes are warranted for Governance Committee members Maria Eitel and Katrin Suder given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights.</i></p>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.64 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Concerns are raised as FY23 compensation for NEOs consisted primarily of large time-vesting restricted shares, with FY23 incentive programs lacking objective performance metrics and quantified goals. In addition, the concerns surrounding the grants are magnified, particularly for two NEOs, as it comes only one year after receiving large performance stock option awards.</i></p>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	2,010	2,010
			05/16/2024	05/16/2024	05/17/2024		
<b>Total Shares:</b>						<b>2,010</b>	<b>2,010</b>

**Cognizant Technology Solutions Corporation**

<b>Meeting Date:</b> 06/04/2024	<b>Country:</b> USA	<b>Ticker:</b> CTSH	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1854697	
<b>Primary Security ID:</b> 192446102	<b>Primary CUSIP:</b> 192446102	<b>Primary ISIN:</b> US1924461023	<b>Primary SEDOL:</b> 2257019
<b>Votable Shares:</b> 1,551	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,551	<b>Shares Voted:</b> 1,551

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Zein Abdalla	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Vinita Bali	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Eric Branderiz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Archana Deskus	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director John M. Dineen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Ravi Kumar S	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Leo S. Mackay, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael Patsalos-Fox	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Stephen "Steve" J. Rohleder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Abraham "Bram" Schot	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1k	Elect Director Joseph M. Velli	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Sandra S. Wijnberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. A majority of the annual incentives were tied to pre-set financial measures and annual equity awards were primarily performance-conditioned. The committee exercised positive discretion on annual incentive payouts, but below target payouts are generally in line with recent company performance.</i>						
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation and to Remove Obsolete Provisions	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.55 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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# Cognizant Technology Solutions Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Adopt Policy on Fair Treatment of Shareholder Nominees	SH	Yes	Against	Against	Against	Against

*Voting Policy Rationale: A vote AGAINST this proposal is warranted as the proponent as not provided a compelling argument that the proposed policy would materially protect or improve shareholders' rights.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/22/2024	Auto-Approved 05/22/2024	Shares Confirmed 05/23/2024	1,551	1,551
<b>Total Shares:</b>						<b>1,551</b>	<b>1,551</b>

# Juniper Networks, Inc.

<b>Meeting Date:</b> 06/04/2024	<b>Country:</b> USA	<b>Ticker:</b> JNPR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855008	
<b>Primary Security ID:</b> 48203R104	<b>Primary CUSIP:</b> 48203R104	<b>Primary ISIN:</b> US48203R1041	<b>Primary SEDOL:</b> 2431846
<b>Votable Shares:</b> 1,315	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 1,315	<b>Shares Voted:</b> 1,315

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne DelSanto	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Kevin DeNuccio	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director James Dolce	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Steven Fernandez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Christine Gorjanc	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Janet Haugen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Scott Kriens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Rahul Merchant	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Rami Rahim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Juniper Networks, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director William Stensrud	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.97 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Annual incentives are primarily based on objective metrics and a majority of long-term equity awards were tied to performance for the year in review.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the purchase price and number of shares reserved is reasonable, and the offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/16/2024	Auto-Approved 05/16/2024	Shares Confirmed 05/17/2024	1,315	1,315
<b>Total Shares:</b>						<b>1,315</b>	<b>1,315</b>

## Organon & Co.

<b>Meeting Date:</b> 06/04/2024	<b>Country:</b> USA	<b>Ticker:</b> OGN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1857037	
<b>Primary Security ID:</b> 68622V106	<b>Primary CUSIP:</b> 68622V106	<b>Primary ISIN:</b> US68622V1061	<b>Primary SEDOL:</b> BLDC8J4
<b>Votable Shares:</b> 5	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5	<b>Shares Voted:</b> 5

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kevin Ali	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Martha E. McGarry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Philip Ozuah	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Organon & Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Shalini Sharp	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.45 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/07/2024	Auto-Approved 05/07/2024	Shares Confirmed 05/08/2024	5	5
<b>Total Shares:</b>						<b>5</b>	<b>5</b>

## Shopify Inc.

<b>Meeting Date:</b> 06/04/2024	<b>Country:</b> Canada	<b>Ticker:</b> SHOP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/23/2024	<b>Meeting Type:</b> Annual/Special	<b>Meeting ID:</b> 1838346	
<b>Primary Security ID:</b> 82509L107	<b>Primary CUSIP:</b> 82509L107	<b>Primary ISIN:</b> CA82509L1076	<b>Primary SEDOL:</b> BX865C7
<b>Votable Shares:</b> 5,611	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5,611	<b>Shares Voted:</b> 5,611

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Subordinate Voting and Multiple Voting Shares	Mgmt	No				
1A	Elect Director Tobias Lutke	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>							
1B	Elect Director Robert Ashe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>							
1C	Elect Director Gail Goodman	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1D	Elect Director Colleen Johnston	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>						
1E	Elect Director Jeremy Levine	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>						
1F	Elect Director Prashanth Mahendra-Rajah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>						
1G	Elect Director Lulu Cheng Meservey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>						
1H	Elect Director Toby Shannan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>						
1I	Elect Director Fidji Simo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote AGAINST the compensation committee chair, Gail Goodman, as the committee has failed to adequately address pay-for-performance concerns and problematic pay practices over multiple years. (See Item 5) Vote FOR all other proposed nominees.</i>						
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Vote FOR the ratification of PricewaterhouseCoopers LLP as auditor as non-audit fees (2 percent) were reasonable relative to total fees paid to the auditor.</i>						
3	Approve the Unallocated Options under the Stock Option Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this stock option plan due to the following key factors: - The plan provides for discretionary non-employee director participation; - The plan's detailed amendment provision does not sufficiently limit the board's ability to amend the plan without shareholder approval; - The plan's estimated cost is excessive; - The company's potential dilution from equity plans is excessive; - The plan contains a problematic change-in-control provision; and - The CEO's compensation package does not include performance-based equity.</i>						
4	Approve the Third Amended and Restated Long Term Incentive Plan	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this full-value award plan due to the following key factors: - The plan provides for discretionary non-employee director participation; - The plan's estimated cost is excessive; - The company's potential dilution from equity plans is excessive; - The plan contains a problematic change-in-control provision; and - The CEO's compensation package does not include performance-based equity.</i>						

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# Shopify Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote on Executive Compensation Approach	Mgmt	Yes	For	Against	Against	Against

*Voting Policy Rationale: Vote AGAINST this non-binding advisory resolution. The initial quantitative pay-for-performance screen has identified a high concern due to RDA. After applying the financial performance assessment (FPA) test, the overall quantitative pay-for-performance screen exhibited a medium concern. The company's one- and five-year TSR outperformed its 4-digit GICS group, Composite Index and its own peers while the three-year TSR underperformed or performed roughly in line with those benchmarks. The 2023 CEO pay remained the same year over year. Although the company's TSR performance improved in the last year, some significant problematic pay practices have been identified: - The CEO's compensation continues to consist of only large stock option grant (US\$20M annually over the last three years); - In 2023, the COO received a total of US\$75M in equity grants in lieu of his 2024 annual equity award in form of stock options and RSUs, both without any performance-vesting conditions; and - Compensation for other NEOs also does not include any performance-based compensation. In addition, the company's response to the low say on pay support from last year's AGM appears to be insufficient.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved		5,611	5,611
			05/14/2024	05/14/2024			
<b>Total Shares:</b>						<b>5,611</b>	<b>5,611</b>

# The TJX Companies, Inc.

<b>Meeting Date:</b> 06/04/2024	<b>Country:</b> USA	<b>Ticker:</b> TJX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1856464	
<b>Primary Security ID:</b> 872540109	<b>Primary CUSIP:</b> 872540109	<b>Primary ISIN:</b> US8725401090	<b>Primary SEDOL:</b> 2989301
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,418	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,418	<b>Shares Voted:</b> 1,418

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jose B. Alvarez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Alan M. Bennett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Rosemary T. Berkery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director David T. Ching	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director C. Kim Goodwin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Ernie Herrman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# The TJX Companies, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Amy B. Lane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Carol Meyrowitz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Jackwyn L. Nemerov	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Charles F. Wagner, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.44 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Short-term incentives were entirely conditioned on a financial metric, and long-term incentives were predominantly performance-conditioned with a multi-year performance period. Though forward-looking LTI performance goals were not disclosed, goals were disclosed retroactively.</i>							
4	Report on Effectiveness of Social Compliance Efforts in Supply Chain	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on the effectiveness of the company's social compliance efforts and management of human rights-related risks in its supply chain.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/17/2024	Auto-Approved 05/17/2024	Shares Confirmed 05/18/2024	1,418	1,418
<b>Total Shares:</b>						<b>1,418</b>	<b>1,418</b>

# Airbnb, Inc.

<b>Meeting Date:</b> 06/05/2024	<b>Country:</b> USA	<b>Ticker:</b> ABBN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1853373	
<b>Primary Security ID:</b> 009066101	<b>Primary CUSIP:</b> 009066101	<b>Primary ISIN:</b> US0090661010	<b>Primary SEDOL:</b> BMGYH4
<b>Votable Shares:</b> 1,573	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,573	<b>Shares Voted:</b> 1,573

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian Chesky	Mgmt	Yes	For	For	For	For

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Angela Ahrendts	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee attended less than 75% of the board and committee meetings.</i>							
1.3	Elect Director Kenneth Chenault	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent governance committee member Ken Chenault, given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure, the classified board, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.90 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year in review. The CEO received nominal pay in 2023, consistent with the CEO's PRSU award in 2020 that is meant to cover 10 years of compensation. Nevertheless, for the remaining NEOs, there are concerns regarding the primarily subjective nature of the annual incentive plan and the lack of performance criteria in the long-term incentive plan. These aspects warrant further monitoring.</i>							
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is de-facto controlled and decisions regarding the company's response to shareholder litigation would be made by a board that lacks accountability.</i>							
5	Report on Political Contributions and Expenditures	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from increased disclosure on the company's political activities.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	1,573	1,573
			05/15/2024	05/15/2024	05/16/2024		
<b>Total Shares:</b>						<b>1,573</b>	<b>1,573</b>

**Antero Midstream Corporation**

<b>Meeting Date:</b> 06/05/2024	<b>Country:</b> USA	<b>Ticker:</b> AM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1856958	
<b>Primary Security ID:</b> 03676B102	<b>Primary CUSIP:</b> 03676B102	<b>Primary ISIN:</b> US03676B1026	<b>Primary SEDOL:</b> BJBTOQ4

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Antero Midstream Corporation

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 4,928

\*Shares on Loan: 0

Shares Instructed: 4,928

Shares Voted: 4,928

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael N. Kennedy	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i></p>							
1.2	Elect Director Brooks J. Klimley	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. WITHHOLD votes are warranted for Brooks Klimley (i) as Nominating Committee chair, for lack of racial/ethnic diversity on the board, and (ii) as Governance Committee member, given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>							
1.3	Elect Director John C. Mollenkopf	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i></p>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the pay-for-performance misalignment is not mitigated at this time. While the short-term incentive program is primarily performance-based, significant concerns are raised under the long-term incentive program. A majority of equity awards were time-vesting, performance awards utilize a performance metric from the short-term program, performance goals for long-term incentives were not disclosed, and the CEO's target grant value was relatively high. Additionally, there is high CEO pay relative to company performance compared to the company's peers and high CEO pay in relation to company peer group CEO median pay levels.</i></p>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/16/2024	Auto-Approved 05/16/2024	Shares Confirmed 05/17/2024	4,928	4,928
<b>Total Shares:</b>						<b>4,928</b>	<b>4,928</b>

## Datadog, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: DDOG

Proxy Level: 3

Record Date: 04/09/2024

Meeting Type: Annual

Meeting ID: 1853340

Primary Security ID: 23804L103

Primary CUSIP: 23804L103

Primary ISIN: US23804L1035

Primary SEDOL: BKT9Y49

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 4,767

\*Shares on Loan: 0

Shares Instructed: 4,767

Shares Voted: 4,767

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexis Le-Quoc	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Alexis Le-Quoc and Michael Callahan given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights.</i></p>							
1b	Elect Director Michael Callahan	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Alexis Le-Quoc and Michael Callahan given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights.</i></p>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i></p>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only less than one percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/20/2024	Auto-Approved 05/20/2024	Shares Confirmed 05/21/2024	4,767	4,767
<b>Total Shares:</b>						<b>4,767</b>	<b>4,767</b>

DuPont de Nemours, Inc.

Meeting Date: 06/05/2024

Country: USA

Ticker: DD

Proxy Level: 3

Record Date: 03/28/2024

Meeting Type: Annual

Meeting ID: 1845890

Primary Security ID: 26614N102

Primary CUSIP: 26614N102

Primary ISIN: US26614N1028

Primary SEDOL: BK0VN47

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 57

\*Shares on Loan: 0

Shares Instructed: 57

Shares Voted: 57

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Ruby R. Chandy	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# DuPont de Nemours, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Terrence R. Curtin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Alexander M. Cutler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Eleuthere I. du Pont	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Kristina M. Johnson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Luther C. Kissam	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director James A. Lico	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Frederick M. Lowery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Deanna M. Mulligan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Steven M. Sterin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. While pay declined for the year in review, it remained elevated due to the payment of a previously awarded retention bonus. Although certain concerns are raised by the quarterly nature of STI goals, annual incentives were earned below target. Long-term incentives were majority performance-based and, while forward-looking targets are not disclosed, closing cycle disclosure was complete. Investors should expect pay levels to normalize next year, as this is the last of the CEO's cash retention payments.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
5	Amend Clawback Policy	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company's recoupment policies are relatively robust and address the concerns raised by the shareholder proposal.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# DuPont de Nemours, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/10/2024	Auto-Approved 05/10/2024	Shares Confirmed 05/14/2024	57	57
<b>Total Shares:</b>						<b>57</b>	<b>57</b>

# Fidelity National Information Services, Inc.

<b>Meeting Date:</b> 06/05/2024	<b>Country:</b> USA	<b>Ticker:</b> FIS	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858467	
<b>Primary Security ID:</b> 31620M106	<b>Primary CUSIP:</b> 31620M106	<b>Primary ISIN:</b> US31620M1062	<b>Primary SEDOL:</b> 2769796

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 1,799	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 1,799
	<b>Shares Voted:</b> 1,799

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lee Adrean	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Mark D. Benjamin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Stephanie L. Ferris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Jeffrey A. Goldstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Lisa A. Hook	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Kenneth T. Lamneck	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Gary L. Lauer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director James B. Stallings, Jr.	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Fidelity National Information Services, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because only 3.37 percent of the fees paid to the auditor are for non-audit purposes.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/21/2024	Auto-Approved 05/21/2024	Shares Confirmed 05/22/2024	1,799	1,799
<b>Total Shares:</b>						<b>1,799</b>	<b>1,799</b>

# FTI Consulting, Inc.

<b>Meeting Date:</b> 06/05/2024	<b>Country:</b> USA	<b>Ticker:</b> FCN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/07/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1852890	
<b>Primary Security ID:</b> 302941109	<b>Primary CUSIP:</b> 302941109	<b>Primary ISIN:</b> US3029411093	<b>Primary SEDOL:</b> 2351449

<b>Votable Shares:</b> 142	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 142
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 142	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brenda J. Bacon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Elsy Boglioli	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Claudio Costamagna	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Nicholas C. Fanandakis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Steven H. Gunby	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Gerard E. Holthaus	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Stephen C. Robinson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## FTI Consulting, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Lauren E. Seeger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/16/2024	Auto-Approved 05/16/2024	Shares Confirmed 05/17/2024	142	142
<b>Total Shares:</b>						<b>142</b>	<b>142</b>

## MarketAxess Holdings Inc.

<b>Meeting Date:</b> 06/05/2024	<b>Country:</b> USA	<b>Ticker:</b> MKTX	<b>Proxy Level:</b> 4
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855872	
<b>Primary Security ID:</b> 57060D108	<b>Primary CUSIP:</b> 57060D108	<b>Primary ISIN:</b> US57060D1081	<b>Primary SEDOL:</b> B03Q9D0
<b>Votable Shares:</b> 46	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 46	<b>Shares Voted:</b> 46

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. McVey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Christopher R. Concannon	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Nancy Altobello	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Steven L. Begleiter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Stephen P. Casper	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Jane Chwick	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# MarketAxess Holdings Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director William F. Cruger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Kourtney Gibson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Carlos M. Hernandez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Richard G. Ketchum	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Emily H. Portney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.31 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although some concerns are noted in the STI plan, the annual incentives are primarily based on a pre-set financial metric. In addition, half of the annual equity awards are targeted to be performance conditioned and measured over a multi-year period.</i>						
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						
5	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Currently, the company does not provide shareholders with the ability to call special meetings. Hence, a vote FOR this proposal is warranted as it represents an enhancement to shareholder's rights.</i>						
6	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at 10 percent ownership threshold would enhance shareholders rights.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/07/2024	Auto-Approved 05/07/2024	Shares Confirmed 05/08/2024	46	46
<b>Total Shares:</b>						<b>46</b>	<b>46</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



# Science Applications International Corporation

<b>Meeting Date:</b> 06/05/2024	<b>Country:</b> USA	<b>Ticker:</b> SAIC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855756	
<b>Primary Security ID:</b> 808625107	<b>Primary CUSIP:</b> 808625107	<b>Primary ISIN:</b> US8086251076	<b>Primary SEDOL:</b> BDTZZG7
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 867	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 867	<b>Shares Voted:</b> 867

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Dana S. Deasy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Garth N. Graham	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Carolyn B. Handlon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Yvette M. Kanouff	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Timothy J. Mayopoulos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Katharina G. McFarland	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Milford W. McGuirt	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Donna S. Morea	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director James C. Reagan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Steven R. Shane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Toni Townes-Whitley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.42 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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# Science Applications International Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/01/2024	Auto-Approved 05/06/2024		867	867
<b>Total Shares:</b>						<b>867</b>	<b>867</b>

## Walmart Inc.

<b>Meeting Date:</b> 06/05/2024	<b>Country:</b> USA	<b>Ticker:</b> WMT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1857288	
<b>Primary Security ID:</b> 931142103	<b>Primary CUSIP:</b> 931142103	<b>Primary ISIN:</b> US9311421039	<b>Primary SEDOL:</b> 2936921
<b>Votable Shares:</b> 2,021	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,021	<b>Shares Voted:</b> 2,021

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Timothy P. Flynn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Sarah J. Friar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Carla A. Harris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1e	Elect Director Thomas W. Horton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the incumbent chair of the committee responsible for climate risk oversight, Thomas (Tom) Horton, is warranted because the company is not aligned with investor expectations on Net Zero by 2050 targets and commitments.</i>						
1f	Elect Director Marissa A. Mayer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director C. Douglas McMillon	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Brian Niccol	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Gregory B. Penner	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Randall L. Stephenson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Steuart L. Walton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review. Concerns remain regarding the long-term incentive program, which is measured annually rather than requiring sustained performance over a multi-year period. Moreover, the STI and LTI utilize the same sales metric, though it is recognized that the committee incorporates a ROI metric in the LTI to incentivize disciplined growth. Furthermore, annual incentives are based on objective company performance and the large majority of long-term incentive awards were performance-conditioned.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Publish Targets for Transitioning from Gestation Crates in Pork Supply Chain	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. In light of regulatory developments and the company's lack of targets, shareholders would benefit from more information on the company's progress related to reducing or eliminating the use of gestation crates in its pork supply chain.</i>							
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as such disclosure would allow shareholders to better assess the racial equity impacts and effectiveness of the company's policies and practices.</i>							
6	Publish Human Rights Risk Assessment on the Impacts of Walmart's Supply Chain	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The company has not committed to make public the results of its human rights impact assessment and greater disclosure would allow shareholders to better evaluate the company's human rights efforts.</i>							
7	Establish a Company Compensation Policy of Paying a Living Wage	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company has implemented minimum wage and employee development initiatives and continues to disclose diversity and gender pay disparity data, officially establishing these policies would benefit shareholders.</i>							
8	Report on a Civil Rights and Non-Discrimination Audit	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company appears to be taking appropriate measures to address the risk of discrimination against employees based on religion or political, social and/or environmental views.</i>							
9	Commission a Third Party Audit on Workplace Safety and Violence	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as an independent audit would help shareholders evaluate the effectiveness of the company's workplace safety policies, practices, and management of potential risks.</i>							
10	Establish a Board Committee on Corporate Financial Sustainability	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as, absent clear performance concerns, the board is generally given latitude to determine its committee structure.</i>							

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# Walmart Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/17/2024	Auto-Approved 05/17/2024	Shares Confirmed 05/18/2024	1,811	1,811
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/17/2024	Auto-Approved 05/17/2024	Shares Confirmed 05/18/2024	210	210
<b>Total Shares:</b>						<b>2,021</b>	<b>2,021</b>

# Brighthouse Financial, Inc.

<b>Meeting Date:</b> 06/06/2024	<b>Country:</b> USA	<b>Ticker:</b> BHF	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1852115	
<b>Primary Security ID:</b> 10922N103	<b>Primary CUSIP:</b> 10922N103	<b>Primary ISIN:</b> US10922N1037	<b>Primary SEDOL:</b> BF429K9
<b>Votable Shares:</b> 407	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 407
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 407	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director C. Edward (Chuck) Chaplin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Stephen C. (Steve) Hooley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Michael J. (Mike) Inserra	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Carol D. Juel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Eileen A. Mallesch	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Diane E. Offereins	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Eric T. Steigerwalt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Paul M. Wetzel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Lizabeth H. Zlatkus	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Brighthouse Financial, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
4	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offer period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/09/2024	Auto-Approved 05/09/2024	Shares Confirmed 05/14/2024	407	407
<b>Total Shares:</b>						<b>407</b>	<b>407</b>

## Casella Waste Systems, Inc.

<b>Meeting Date:</b> 06/06/2024	<b>Country:</b> USA	<b>Ticker:</b> CWST	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/10/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1853364	
<b>Primary Security ID:</b> 147448104	<b>Primary CUSIP:</b> 147448104	<b>Primary ISIN:</b> US1474481041	<b>Primary SEDOL:</b> 2120490
<b>Votable Shares:</b> 1,679	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,679	<b>Shares Voted:</b> 1,679

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director John W. Casella	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director William P. Hulligan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Rose Stuckey Kirk	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for Governance Committee member Rose Kirk for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							

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# Casella Waste Systems, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Ratify RSM US LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/14/2024	Auto-Approved 05/14/2024	Shares Confirmed 05/16/2024	1,679	1,679
<b>Total Shares:</b>						<b>1,679</b>	<b>1,679</b>

# CoStar Group, Inc.

<b>Meeting Date:</b> 06/06/2024	<b>Country:</b> USA	<b>Ticker:</b> CSGP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/10/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858139	
<b>Primary Security ID:</b> 22160N109	<b>Primary CUSIP:</b> 22160N109	<b>Primary ISIN:</b> US22160N1090	<b>Primary SEDOL:</b> 2262864
<b>Votable Shares:</b> 3,829	<b>Total Ballots:</b> 2 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 3,829	<b>Shares Voted:</b> 3,829

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michael R. Klein	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Andrew C. Florance	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Angelique G. Brunner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director John W. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Laura Cox Kaplan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Robert W. Musslewhite	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Christopher J. Nassetta	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## CoStar Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Louise S. Sams	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.65 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; - The company maintains a modified single trigger change-in-control agreement provision; and - The company provides for excise tax-gross ups in existing agreements.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2024	Auto-Approved 05/15/2024	Shares Confirmed 05/17/2024	93	93
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/15/2024	Auto-Approved 05/15/2024	Shares Confirmed 05/17/2024	3,736	3,736
<b>Total Shares:</b>						<b>3,829</b>	<b>3,829</b>

## Netflix, Inc.

<b>Meeting Date:</b> 06/06/2024	<b>Country:</b> USA	<b>Ticker:</b> NFLX	<b>Proxy Level:</b> 4
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1852574	
<b>Primary Security ID:</b> 64110L106	<b>Primary CUSIP:</b> 64110L106	<b>Primary ISIN:</b> US64110L1061	<b>Primary SEDOL:</b> 2857817
<b>Votable Shares:</b> 711	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 711	<b>Shares Voted:</b> 711

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard N. Barton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Mathias Dopfner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Reed Hastings	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Jay C. Hoag	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Greg Peters	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Susan E. Rice	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Ted Sarandos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Bradford L. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Anne M. Sweeney	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 28.01 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the proposal is warranted, with caution. After two consecutive failed say-on-pay vote results, the compensation committee made a number of positive changes to the pay program in response to shareholder concerns and was therefore adequately responsive to shareholder concerns. In connection with the introduction of an annual bonus structure, FY23 target bonus opportunities were relatively large, however, the bonus was based on pre-set financial metrics, and the FY24 bonus will cover all NEOs with significantly lower target values. The LTI grant remained based entirely in time-vested stock options for FY23, and half of the total grant vested immediately upon grant. While the FY23 LTI structure remained an outlier, this structure will be replaced in FY24 by a program split evenly between PSUs with a multi-year performance period and time-vested RSUs. The FY24 improvements are meaningful and intended to address many perennial concerns with the program, though the pay program changes and certain other issues warrant continued monitoring, including relatively large base salaries and pay magnitude in the context of a co-CEO structure.</i>						
4	Report on Use of Artificial Intelligence	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as improved transparency and the disclosure of ethical guidelines would provide shareholders the ability to evaluate the benefits and risks associated with the company's use of AI as well as the actions the company is potentially taking to mitigate those risks.</i>						
5	Establish Committee on Corporate Sustainability	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company's existing board oversight appears adequate to address issues related to corporate sustainability and the board should generally be given latitude to determine its committee structure.</i>						
6	Amend Director Election Resignation Bylaw	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as there are no recurring issues or specific concerns at the company that suggest the proponent's more-stringent director resignation policy is necessary at this time.</i>						
7	Amend Code of Ethics and Report on Board Compliance with the Amended Code	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, given the absence of board member compliance disclosures among industry peers and the company's existing measures for ethical conduct and oversight.</i>						

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# Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For

*Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	711	711
			05/24/2024	05/24/2024	05/25/2024		
<b>Total Shares:</b>						<b>711</b>	<b>711</b>

# Surgery Partners, Inc.

<b>Meeting Date:</b> 06/06/2024	<b>Country:</b> USA	<b>Ticker:</b> SGRY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1857055	
<b>Primary Security ID:</b> 86881A100	<b>Primary CUSIP:</b> 86881A100	<b>Primary ISIN:</b> US86881A1007	<b>Primary SEDOL:</b> BYTC1B2
<b>Votable Shares:</b> 3,850	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,850	<b>Shares Voted:</b> 3,850

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Clifford G. Adlerz	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director J. Eric Evans	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.3	Elect Director Blair E. Hendrix	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse. WITHHOLD votes are warranted for Governance Committee member Blair Hendrix given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board structure, each of which adversely impacts shareholder rights.</i>							
1.4	Elect Director Andrew T. Kaplan	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that: - The purchase price is reasonable; - The number of shares reserved is reasonable; and - The offering period is within the limits prescribed by Section 423 of the Internal Revenue Code.</i>							

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## Surgery Partners, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because only 7.44 percent of the fees paid to the auditor are for non-audit purposes.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/10/2024	Auto-Approved 05/10/2024	Shares Confirmed 05/16/2024	3,850	3,850
<b>Total Shares:</b>						<b>3,850</b>	<b>3,850</b>

## Trane Technologies Plc

<b>Meeting Date:</b> 06/06/2024	<b>Country:</b> Ireland	<b>Ticker:</b> TT	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1856227	
<b>Primary Security ID:</b> G8994E103	<b>Primary CUSIP:</b> G8994E103	<b>Primary ISIN:</b> IE00BK9ZQ967	<b>Primary SEDOL:</b> BK9ZQ96
<b>Votable Shares:</b> 559	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 559	<b>Shares Voted:</b> 559

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Ana P. Assis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Ann C. Berzin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director April Miller Boise	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Mark R. George	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director John A. Hayes	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Linda P. Hudson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Myles P. Lee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director David S. Regnery	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Melissa N. Schaeffer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director John P. Surma	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - Excessive differentials between CEO pay and the pay of other named executive officers at the firm; and - High CEO pay in relation to company peer group CEO median pay levels.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.75 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>							
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>							
6	Determine Price Range for Re-allotment of Treasury Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because this is a routine item for companies incorporated in Ireland, and no significant concerns have been identified.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/20/2024	Auto-Approved 05/20/2024	Shares Confirmed 05/21/2024	559	559
<b>Total Shares:</b>						<b>559</b>	<b>559</b>

# Alphabet Inc.

<b>Meeting Date:</b> 06/07/2024	<b>Country:</b> USA	<b>Ticker:</b> GOOGL	<b>Proxy Level:</b> 2
<b>Record Date:</b> 04/09/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858349	
<b>Primary Security ID:</b> 02079K305	<b>Primary CUSIP:</b> 02079K305	<b>Primary ISIN:</b> US02079K3059	<b>Primary SEDOL:</b> BYVY8G0

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 100

\*Shares on Loan: 0

Shares Instructed: 100

Shares Voted: 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Sergey Brin	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Sundar Pichai	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director John L. Hennessy	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i></p>							
1e	Elect Director Frances H. Arnold	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i></p>							
1f	Elect Director R. Martin "Marty" Chavez	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1g	Elect Director L. John Doerr	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i></p>							
1h	Elect Director Roger W. Ferguson, Jr.	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1i	Elect Director K. Ram Shriram	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i></p>							
1j	Elect Director Robin L. Washington	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST governance committee members John Hennessy and Frances Arnold are warranted, due to the company maintaining a multi-class share structure with disparate voting rights, which is not subject to a reasonable time-based sunset. Votes AGAINST incumbent compensation committee members John Doerr, K. Ram Shriram, and Robin Washington are warranted due to executive compensation concerns, in the absence of a say-on-pay proposal on the ballot.</i></p>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.10 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Amend Bylaw regarding Stockholder Approval of Director Compensation	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The proponent's rationale is insufficient to justify the adoption of a potentially disruptive and overly prescriptive proposal regarding director compensation, particularly in the absence of director pay magnitude and structure concerns.</i>						
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company's current policies, commitments, and disclosures provide sufficient information for investors to determine how the company mitigates any risks associated with its EEO Policy.</i>						
5	Report on Electromagnetic Radiation and Wireless Technologies Risks	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, for the following reasons: - The scientific evidence suggests that the FCC's regulations around electromagnetic interference are protective of public health; - The company provides extensive disclosure indicating that its products comply with the law and the proponent does not cite any evidence to suggest the company is violating the law; and - This issue may be better addressed through the regulatory process.</i>						
6	Adopt Policy to Require Board of Directors Members to Disclose their Political and Charitable Donations	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company discloses sufficient policies, procedures, and oversight to address the risks raised.</i>						
7	Report on Climate Risk in Retirement Plan Options	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted. While the company offers an option to employees that want to invest more responsibly, it is unclear how well employees understand the retirement plans available to them. The information requested in the report would not only complement and enhance the company's existing commitments regarding climate change, but also allow shareholders to better evaluate the company's strategies and management of related risks.</i>						
8	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from increased disclosure to evaluate the company's lobbying efforts.</i>						
9	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>						
10	Report on Reproductive Healthcare Misinformation Risks	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted because further disclosure would benefit shareholders' understanding on the steps that Alphabet Inc. is taking to address concerns related to potential reproductive healthcare misinformation.</i>						
11	Amend Audit and Compliance Committee Charter to Include Artificial Intelligence Oversight	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as more explicitly including artificial intelligence oversight into the Audit and Compliance Committee's responsibilities would benefit shareholders by identifying clear lines of board responsibility to mitigate related risks and better refine some of the company's current risk oversight mechanisms.</i>						

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# Alphabet Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
12	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Increased disclosure and greater transparency regarding risks related to misinformation and disinformation, including from generative AI, would benefit shareholders on its potential business impacts and how the company is managing these risks</i></p>							
13	Publish Human Rights Risk Assessment on the AI-Driven Targeted Ad Policies	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted because an independent human rights assessment on the impacts would help shareholders better evaluate the company's management of risks related to the human rights impacts of its targeted advertising policies and practices.</i></p>							
14	Adopt Targets Evaluating YouTube Child Safety Policies	SH	Yes	Against	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on how the company measures and tracks metrics related to child safety on the company's platforms would give shareholders more information on how well the company is managing related risks.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/24/2024	Auto-Approved 05/24/2024	Shares Confirmed 05/25/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# Axsome Therapeutics, Inc.

<b>Meeting Date:</b> 06/07/2024	<b>Country:</b> USA	<b>Ticker:</b> AXSM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858332	
<b>Primary Security ID:</b> 05464T104	<b>Primary CUSIP:</b> 05464T104	<b>Primary ISIN:</b> US05464T1043	<b>Primary SEDOL:</b> BYZR4X4
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 890	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 890	<b>Shares Voted:</b> 890

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herriot Tabuteau	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Mark Coleman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Mark Coleman given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominee is warranted.</i></p>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Axsome Therapeutics, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST this proposal are warranted because: - The company has not disclosed any short-term and long-term E&amp;S performance incentives; - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/08/2024	Auto-Approved 05/08/2024	Shares Confirmed 05/09/2024	890	890
<b>Total Shares:</b>						<b>890</b>	<b>890</b>

## Digital Realty Trust, Inc.

<b>Meeting Date:</b> 06/07/2024	<b>Country:</b> USA	<b>Ticker:</b> DLR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1857420	
<b>Primary Security ID:</b> 253868103	<b>Primary CUSIP:</b> 253868103	<b>Primary ISIN:</b> US2538681030	<b>Primary SEDOL:</b> B03GQS4
<b>Votable Shares:</b> 633	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 633	<b>Shares Voted:</b> 633

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director VeraLinn "Dash" Jamieson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Kevin J. Kennedy	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1c	Elect Director William G. LaPerch	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Jean F.H.P. Mandeville	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1e	Elect Director Afshin Mohebbi	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1f	Elect Director Mark R. Patterson	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1g	Elect Director Mary Hogan Preusse	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1h	Elect Director Andrew P. Power	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## Digital Realty Trust, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Susan Swanezy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.38 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review, annual incentives were primarily based on pre-set objective targets and a majority of the long-term incentives are performance contingent. However, concerns persist that many financial metrics under the annual incentive plan lack disclosure.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/21/2024	Auto-Approved 05/21/2024	Shares Confirmed 05/22/2024	633	633
<b>Total Shares:</b>						<b>633</b>	<b>633</b>

## Omega Healthcare Investors, Inc.

<b>Meeting Date:</b> 06/07/2024	<b>Country:</b> USA	<b>Ticker:</b> OHI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/08/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855037	
<b>Primary Security ID:</b> 681936100	<b>Primary CUSIP:</b> 681936100	<b>Primary ISIN:</b> US6819361006	<b>Primary SEDOL:</b> 2043274
<b>Votable Shares:</b> 1,457	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 1,457	<b>Shares Voted:</b> 1,457

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kapila K. Anand	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Craig R. Callen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Lisa C. Egbuonu-Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Barbara B. Hill	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Kevin J. Jacobs	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director C. Taylor Pickett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Omega Healthcare Investors, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Stephen D. Plavin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Burke W. Whitman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/15/2024	Auto-Approved 05/15/2024	Shares Confirmed 05/18/2024	1,457	1,457
<b>Total Shares:</b>						<b>1,457</b>	<b>1,457</b>

## Shift4 Payments, Inc.

<b>Meeting Date:</b> 06/07/2024	<b>Country:</b> USA	<b>Ticker:</b> FOUR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/17/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858354	
<b>Primary Security ID:</b> 82452J109	<b>Primary CUSIP:</b> 82452J109	<b>Primary ISIN:</b> US82452J1097	<b>Primary SEDOL:</b> BLF0L75
<b>Votable Shares:</b> 1,454	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,454	<b>Shares Voted:</b> 1,454

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen Roter Davis	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor. WITHHOLD votes are warranted for Jared Isaacman:- for serving as a non-independent member of a key board committee;- as a Governance Committee member, given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights and for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision; and- as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for Audit Committee member Karen Davis for concerns regarding risk oversight in light of the pledging of a significant amount of the company's stock.</i>							

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## Shift4 Payments, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Jared Isaacman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for Jared Isaacman: - for serving as a non-independent member of a key board committee; - as a Governance Committee member, given the board's failure to remove, or subject to a sunset requirement, the classified board structure which adversely impacts shareholder rights and for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision; and - as his ownership of the supervoting shares provide him with voting power control of the company. WITHHOLD votes are warranted for Audit Committee member Karen Davis for concerns regarding risk oversight in light of the pledging of a significant amount of the company's stock.</i></p>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.91 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	1,454	1,454
			05/16/2024	05/16/2024	05/18/2024		
<b>Total Shares:</b>						<b>1,454</b>	<b>1,454</b>

## WillScot Mobile Mini Holdings Corp.

<b>Meeting Date:</b> 06/07/2024	<b>Country:</b> USA	<b>Ticker:</b> WSC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/10/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1854294	
<b>Primary Security ID:</b> 971378104	<b>Primary CUSIP:</b> 971378104	<b>Primary ISIN:</b> US9713781048	<b>Primary SEDOL:</b> BMHL0Z4
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,954	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,954	<b>Shares Voted:</b> 2,954

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Erika T. Davis	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director Gerard E. Holthaus	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Natalia N. Johnson	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# WillScot Mobile Mini Holdings Corp.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Erik Olsson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Rebecca L. Owen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Jeff Sagansky	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Bradley L. Soultz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Michael W. Upchurch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.18 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>						
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/23/2024	Auto-Approved 05/23/2024	Shares Confirmed 05/24/2024	2,954	2,954
<b>Total Shares:</b>						<b>2,954</b>	<b>2,954</b>

# Comcast Corporation

<b>Meeting Date:</b> 06/10/2024	<b>Country:</b> USA	<b>Ticker:</b> CMCSA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1857997	
<b>Primary Security ID:</b> 20030N101	<b>Primary CUSIP:</b> 20030N101	<b>Primary ISIN:</b> US20030N1019	<b>Primary SEDOL:</b> 2044545
<b>Votable Shares:</b> 867	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 867	<b>Shares Voted:</b> 867

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	Yes	For	Withhold	Withhold	Withhold

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.</i>						
1.2	Elect Director Thomas J. Baltimore, Jr.	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Madeline S. Bell	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.</i>						
1.4	Elect Director Louise F. Brady	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Edward D. Breen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Jeffrey A. Honickman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Kenneth Bacon, Madeline Bell, and Jeffrey Honickman given the board's failure to remove, or subject to a reasonable sunset requirement, the multi-class capital structure with disparate voting rights.</i>						
1.7	Elect Director Wonya Y. Lucas	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Asuka Nakahara	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director David C. Novak	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Brian L. Roberts	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. There are goal disclosure concerns for some of the metrics under the annual and long-term incentive plans. That said, short-term incentives were primarily based on pre-set financial metrics, and long-term incentives were targeted to be majority performance-conditioned, with the proportion of PSUs expected to increase in FY24.</i>						
4	Report on Congruency of Political Spending with Company Stated Values	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.</i>						

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## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/29/2024	Auto-Approved 05/29/2024	Shares Confirmed 05/30/2024	769	769
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/29/2024	Auto-Approved 05/29/2024	Shares Confirmed 05/30/2024	98	98
<b>Total Shares:</b>						<b>867</b>	<b>867</b>

## 10X Genomics, Inc.

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> USA	<b>Ticker:</b> TXG	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858257	
<b>Primary Security ID:</b> 88025U109	<b>Primary CUSIP:</b> 88025U109	<b>Primary ISIN:</b> US88025U1097	<b>Primary SEDOL:</b> BKS3RS7
<b>Votable Shares:</b> 4,135	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 4,135
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,135	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Kimberly J. Popovits	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST incumbent director nominee Kimberly (Kim) Popovits is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board, each of which adversely impacts shareholder rights.</i></p>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.25 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Permit Board to Amend Bylaws Without Shareholder Consent	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as allowing the board to amend the bylaws without shareholder consent would reduce shareholder rights.</i></p>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although a majority of the CEO's annual and long-term incentives were tied to clearly disclosed objective metrics, his total target LTI award value was relatively high and there are concerns with respect to the structure of FY23 PSUs, disclosure under the annual incentive program, and the proportion of objective performance conditions for other NEOs.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 05/29/2024	Auto-Approved 05/29/2024	Shares Confirmed 05/30/2024	4,135	4,135
<b>Total Shares:</b>						<b>4,135</b>	<b>4,135</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Caesars Entertainment, Inc.

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> USA	<b>Ticker:</b> CZR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1860542	
<b>Primary Security ID:</b> 12769G100	<b>Primary CUSIP:</b> 12769G100	<b>Primary ISIN:</b> US12769G1004	<b>Primary SEDOL:</b> BMWWGBO
<b>Votable Shares:</b> 2,408	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,408	<b>Shares Voted:</b> 2,408

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary L. Carano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Bonnie S. Biumi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Jan Jones Blackhurst	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Frank J. Fahrenkopf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Kim Harris Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Don R. Kornstein	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Courtney R. Mather	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael E. Pegram	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Thomas R. Reeg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director David P. Tomick	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. Concerns are raised surrounding the CEO's relatively high base salary, and a portion of PSUs continue to vest based on annually-set adjusted EBITDA goals (averaged over three years). However, it is recognized that CEO pay significantly decreased year-over-year, and incentive programs are primarily based on quantified, pre-set metrics. In addition, certain positive adjustments will be made to the FY24 PSUs in response to shareholder concerns. Further, while relative TSR PSUs target merely median performance, the company utilizes a cap at target if absolute TSR is negative. Lastly, closing cycle awards were earned significantly below target, which aligns with recent company performance. Ongoing monitoring of the pay program structure and off-cycle awards granted in early 2024 is warranted.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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# Caesars Entertainment, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The plan cost is excessive - The estimated duration of available and proposed shares exceeds six years - The plan permits liberal recycling of shares</i>							
5	Report on Potential Cost Savings Through Adoption of a Smokefree Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as greater disclosure around the potential cost savings associated with a nonsmoking policy would allow shareholders to better evaluate the costs and benefits associated with the company's current approach.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/29/2024	Auto-Approved 05/29/2024	Shares Confirmed 05/30/2024	2,408	2,408
<b>Total Shares:</b>						<b>2,408</b>	<b>2,408</b>

# Five Below, Inc.

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> USA	<b>Ticker:</b> FIVE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1861885	
<b>Primary Security ID:</b> 33829M101	<b>Primary CUSIP:</b> 33829M101	<b>Primary ISIN:</b> US33829M1018	<b>Primary SEDOL:</b> B85KFY9
<b>Votable Shares:</b> 791	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 791	<b>Shares Voted:</b> 791

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joel D. Anderson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Kathleen S. Barclay	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Karen Bowman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Dinesh S. Lathi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Richard L. Markee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Thomas M. Ryan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Mimi E. Vaughn	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Five Below, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Thomas G. Vellios	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Zuhairah S. Washington	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company maintains an auto-accelerated equity vesting change-in-control provision.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/16/2024	Auto-Approved 05/16/2024	Shares Confirmed 05/18/2024	791	791
<b>Total Shares:</b>						<b>791</b>	<b>791</b>

## IAC Inc.

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> USA	<b>Ticker:</b> IAC	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858316	
<b>Primary Security ID:</b> 44891N208	<b>Primary CUSIP:</b> 44891N208	<b>Primary ISIN:</b> US44891N2080	<b>Primary SEDOL:</b> BNDYF48
<b>Votable Shares:</b> 2,189	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,189	<b>Shares Voted:</b> 2,189

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chelsea Clinton	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>							
1b	Elect Director Barry Diller	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>							
1c	Elect Director Michael D. Eisner	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Bonnie S. Hammer	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>						
1e	Elect Director Victor A. Kaufman	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>						
1f	Elect Director Joseph Levin	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>						
1g	Elect Director Bryan Lourd	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>						
1h	Elect Director David Rosenblatt	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>						
1i	Elect Director Maria Seferian	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse.</i>						
1j	Elect Director Alan G. Spoon	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>						
1k	Elect Director Alexander von Furstenberg	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>						
1l	Elect Director Richard F. Zannino	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board does not include at least one minority director. Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies. In the absence of a Governance Committee, WITHHOLD votes are warranted for all incumbent director nominees given that the company maintains a multi-class capital structure with disparate voting rights that is not subject to a reasonable time-based sunset.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as the company is de facto controlled and decisions regarding the company's response to shareholder litigation would be made by a board with limited accountability to public shareholders.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	2,189	2,189
<b>Total Shares:</b>						<b>2,189</b>	<b>2,189</b>

**Nasdaq, Inc.**

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> USA	<b>Ticker:</b> NDAQ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858455	
<b>Primary Security ID:</b> 631103108	<b>Primary CUSIP:</b> 631103108	<b>Primary ISIN:</b> US6311031081	<b>Primary SEDOL:</b> 2965107
<b>Votable Shares:</b> 1,363	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,363	<b>Shares Voted:</b> 1,363

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Melissa M. Arnoldi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Charlene T. Begley	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Adena T. Friedman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Essa Kazim	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Thomas A. Kloet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Kathryn A. Koch	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Holden Spaht	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Michael R. Splinter	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Johan Torgeby	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Toni Townes-Whitley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Jeffery W. Yabuki	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1l	Elect Director Alfred W. Zollar	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance were reasonably aligned for the year in review.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.92 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Yes	Against	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold to call a special meeting would improve shareholder rights.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	1,363	1,363
<b>Total Shares:</b>						<b>1,363</b>	<b>1,363</b>

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# Rexford Industrial Realty, Inc.

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> USA	<b>Ticker:</b> REXR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/04/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1850676	
<b>Primary Security ID:</b> 76169C100	<b>Primary CUSIP:</b> 76169C100	<b>Primary ISIN:</b> US76169C1009	<b>Primary SEDOL:</b> BC9ZHL9
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,936	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,936	<b>Shares Voted:</b> 1,936

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert L. Antin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Michael S. Frankel	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Diana J. Ingram	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.4	Elect Director Angela L. Kleiman	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.5	Elect Director Debra L. Morris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.6	Elect Director Tyler H. Rose	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>						
1.7	Elect Director Howard Schwimmer	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Richard S. Ziman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company maintains a co-CEO structure, whereby two executives are paid at the CEO level, and significant concerns are raised by the magnitude of the co-CEOs' FY23 pay both individually and in aggregate. A significant year-over-year increase to the co-CEOs' base salaries impacted the magnitude of their annual incentive opportunities, which were already large relative to peers as a percentage of salary. Moreover, questions regarding goal rigor have arisen given that annual incentive awards were earned at the maximum level for the eighth consecutive year. Similar concerns are noted regarding the co-CEO's long-term incentive awards, which have relatively large target values and significant upside potential. Although LTI awards are majority performance-based with multi-year performance periods, there is no disclosed cap on payouts in the event of negative absolute TSR. Moreover, the company pays fractional dividends on unvested performance-based shares in addition to the dividend equivalents granted upon award vesting.</i>						
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						

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# Rexford Industrial Realty, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	1,936	1,936
<b>Total Shares:</b>						<b>1,936</b>	<b>1,936</b>

# Sensata Technologies Holding Plc

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> United Kingdom	<b>Ticker:</b> ST	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1860602	
<b>Primary Security ID:</b> G8060N102	<b>Primary CUSIP:</b> G8060N102	<b>Primary ISIN:</b> GB00BFMBMT84	<b>Primary SEDOL:</b> BFMBMT8

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 4,855	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 4,855
	<b>Shares Voted:</b> 4,855

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrew C. Teich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director John P. Absmeier	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Daniel L. Black	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Lorraine A. Bolsinger	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director John Mirshekari	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Constance E. Skidmore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Steven A. Sonnenberg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Martha N. Sullivan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Jugal Vijayvargiya	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Stephen M. Zide	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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# Sensata Technologies Holding Plc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Approve Director Compensation Report	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on pay analysis. Accordingly, a vote FOR is warranted.</i>						
5	Ratify Deloitte & Touche LLP as U.K. Statutory Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because this is a routine item and no significant concerns have been identified.</i>						
7	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the company's routine submission of the directors' report and financial statements is warranted because no significant concerns have been identified.</i>						
8	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because the size of the requested authority is capped at a reasonable limit.</i>						
9	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.</i>						
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as the share issuance request is limited to 20 percent of issued share capital.</i>						
11	Authorize the Board of Directors to Allot Shares Under the Equity Incentive Plans	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted as these relate to the operation of the company's equity incentive plans for which support is considered warranted.</i>						
12	Authorize the Board of Directors to Allot Shares Under the Equity Incentive Plans without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted as these relate to the operation of the company's equity incentive plans for which support is considered warranted.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Sensata Technologies Holding Plc

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	4,855	4,855
<b>Total Shares:</b>						<b>4,855</b>	<b>4,855</b>

# Synchrony Financial

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> USA	<b>Ticker:</b> SYF	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1856884	
<b>Primary Security ID:</b> 87165B103	<b>Primary CUSIP:</b> 87165B103	<b>Primary ISIN:</b> US87165B1035	<b>Primary SEDOL:</b> BP96PS6

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 2,261	<b>Shares Instructed:</b> 2,261
<b>*Shares on Loan:</b> 0	<b>Shares Voted:</b> 2,261

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Doubles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Fernando Aguirre	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1c	Elect Director Paget L. Alves	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Kamila Chytil	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Roy A. Guthrie	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1g	Elect Director Jeffrey G. Naylor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director P.W. "Bill" Parker	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Laurel J. Richie	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Ellen M. Zane	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							

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# Synchrony Financial

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: The STI program was primarily based on pre-set financial metrics with disclosed goals. However, there are significant concerns regarding the pay program rigor and the magnitude of the CEO's LTI awards. The most heavily weighted STI financial metric's target and maximum performance goals were both set below the prior year's actual performance, which raises goal rigor concerns. Furthermore, the proxy does not disclose forward-looking goals for LTI metrics and the committee has consistently increased the CEO's target LTI without compelling rationale, resulting in outsized grant values relative to peers. On balance of these factors, a vote AGAINST this proposal is warranted.</i></p>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	2,261	2,261
<b>Total Shares:</b>						<b>2,261</b>	<b>2,261</b>

# Ulta Beauty, Inc.

<b>Meeting Date:</b> 06/11/2024	<b>Country:</b> USA	<b>Ticker:</b> ULTA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855758	
<b>Primary Security ID:</b> 90384S303	<b>Primary CUSIP:</b> 90384S303	<b>Primary ISIN:</b> US90384S3031	<b>Primary SEDOL:</b> B28TS42
<b>Votable Shares:</b> 50	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 50
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 50	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Michelle L. Collins	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1b	Elect Director Catherine A. Halligan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1c	Elect Director David C. Kimbell	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1d	Elect Director Patricia A. Little	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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## Ulta Beauty, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director George R. Mrkonic	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Lorna E. Nagler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Heidi G. Petz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Michael C. Smith	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 19.39 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives were based on a financial metric, and the company targeted half of equity awards as performance conditioned.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/23/2024	Auto-Approved 05/23/2024	Shares Confirmed 05/24/2024	50	50
<b>Total Shares:</b>						<b>50</b>	<b>50</b>

## Grand Canyon Education, Inc.

<b>Meeting Date:</b> 06/12/2024	<b>Country:</b> USA	<b>Ticker:</b> LOPE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858282	
<b>Primary Security ID:</b> 38526M106	<b>Primary CUSIP:</b> 38526M106	<b>Primary ISIN:</b> US38526M1062	<b>Primary SEDOL:</b> B3F1XM1
<b>Votable Shares:</b> 339	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 339	<b>Shares Voted:</b> 339

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brian E. Mueller	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Sara Ward	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Jack A. Henry	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Grand Canyon Education, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Lisa Graham Keegan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Chevy Humphrey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.6	Elect Director Kevin F. Warren	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 7.40 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/14/2024	Auto-Approved 05/14/2024	Shares Confirmed 05/22/2024	339	339
<b>Total Shares:</b>						<b>339</b>	<b>339</b>

## Natera, Inc.

<b>Meeting Date:</b> 06/12/2024	<b>Country:</b> USA	<b>Ticker:</b> NTRA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855873	
<b>Primary Security ID:</b> 632307104	<b>Primary CUSIP:</b> 632307104	<b>Primary ISIN:</b> US6323071042	<b>Primary SEDOL:</b> BYQRG48
<b>Votable Shares:</b> 888	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 888	<b>Shares Voted:</b> 888

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Roelof F. Botha	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Governance Committee member Roelof Botha given that the board failed to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>							
1.2	Elect Director Steven L. Chapman	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Matthew Rabinowitz	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Natera, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. A pay-for-performance misalignment exists for the year under consideration, but sufficient mitigating factors have been identified. Though certain concerns exist regarding the short- and long-term incentive programs, annual incentives were based on pre-set objective metrics, while equity awards were half performance-conditioned and based on multi-year performance periods.</i></p>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s):- The plan cost is excessive;- The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and-The plan permits liberal recycling of shares.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	888	888
<b>Total Shares:</b>						<b>888</b>	<b>888</b>

## OneMain Holdings, Inc.

<b>Meeting Date:</b> 06/12/2024	<b>Country:</b> USA	<b>Ticker:</b> OMF	<b>Proxy Level:</b> 1
<b>Record Date:</b> 04/17/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858368	
<b>Primary Security ID:</b> 68268W103	<b>Primary CUSIP:</b> 68268W103	<b>Primary ISIN:</b> US68268W1036	<b>Primary SEDOL:</b> BYSZB89
<b>Votable Shares:</b> 1,750	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,750	<b>Shares Voted:</b> 1,750

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip L. Bronner	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST board members Douglas (Doug) Shulman, Philip Bronner, and Toos Daruvala is warranted, in the absence of a say-on-pay proposal and compensation committee members on ballot, due to an unmitigated pay-for-performance misalignment.</i></p>							
1b	Elect Director Toos N. Daruvala	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST board members Douglas (Doug) Shulman, Philip Bronner, and Toos Daruvala is warranted, in the absence of a say-on-pay proposal and compensation committee members on ballot, due to an unmitigated pay-for-performance misalignment.</i></p>							
1c	Elect Director Douglas H. Shulman	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST board members Douglas (Doug) Shulman, Philip Bronner, and Toos Daruvala is warranted, in the absence of a say-on-pay proposal and compensation committee members on ballot, due to an unmitigated pay-for-performance misalignment.</i></p>							

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# OneMain Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because only 2.19 percent of the fees paid to the auditor are for non-audit purposes.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	1,750	1,750
<b>Total Shares:</b>						<b>1,750</b>	<b>1,750</b>

# Target Corporation

<b>Meeting Date:</b> 06/12/2024	<b>Country:</b> USA	<b>Ticker:</b> TGT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1860362	
<b>Primary Security ID:</b> 87612E106	<b>Primary CUSIP:</b> 87612E106	<b>Primary ISIN:</b> US87612E1064	<b>Primary SEDOL:</b> 2259101
<b>Votable Shares:</b> 344	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 344	<b>Shares Voted:</b> 344

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David P. Abney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Douglas M. Baker, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director George S. Barrett	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gail K. Boudreaux	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Brian C. Cornell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Robert L. Edwards	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Donald R. Knauss	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Christine A. Leahy	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Target Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Monica C. Lozano	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Grace Puma	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Derica W. Rice	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1l	Elect Director Dmitri L. Stockton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.13 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned at this time, and over a majority of the CEO's incentive compensation is performance-contingent.</i>							
4	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							
5	Report on Animal Pain Management	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted. Additional disclosure on how the company is taking animal welfare, specifically animal pain management, into account in its supply chain would allow shareholders to better assess the effectiveness of the company's animal welfare efforts and management of related risks.</i>							
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company has recently implemented a minimum wage policy and employee development initiatives and has been disclosing pay equity data, officially establishing these policies would benefit shareholders to maintain oversight on human capital management issues.</i>							
7	Report on Congruency of Political Spending with Company Stated Values	SH	Yes	Against	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the congruence of the company's political expenditures with its stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political spending.</i>							
8	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its corporate contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Target Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	344	344
<b>Total Shares:</b>						<b>344</b>	<b>344</b>

# T-Mobile US, Inc.

<b>Meeting Date:</b> 06/12/2024	<b>Country:</b> USA	<b>Ticker:</b> TMUS	<b>Proxy Level:</b> 1
<b>Record Date:</b> 04/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858473	
<b>Primary Security ID:</b> 872590104	<b>Primary CUSIP:</b> 872590104	<b>Primary ISIN:</b> US8725901040	<b>Primary SEDOL:</b> B94Q9V0

<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 102	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 102
	<b>Shares Voted:</b> 102

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Andre Almeida	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i></p>						
1.2	Elect Director Marcelo Claire	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i></p>						
1.3	Elect Director Srikant M. Datar	Mgmt	Yes	For	For	Withhold	Withhold
	<p><i>Voting Policy Rationale: The board is not majority independent.</i></p>						
1.4	Elect Director Srinivasan Gopalan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i></p>						
1.5	Elect Director Timotheus Hottges	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<p><i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i></p>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Christian P. Illek	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>						
1.7	Elect Director James Kavanaugh	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.8	Elect Director Raphael Kubler	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>						
1.9	Elect Director Thorsten Langheim	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>						
1.10	Elect Director Dominique Leroy	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is non-independent and sits on a key committee. The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>						
1.11	Elect Director Letitia A. Long	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.12	Elect Director G. Michael (Mike) Sievert	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. WITHHOLD votes are warranted for non-independent director nominees Timotheus (Tim) Hoettges, G. Michael (Mike) Sievert, Andre Almeida, Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, Thorsten Langheim, and Dominique Leroy for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are warranted for Marcelo Claire, Srinivasan (Srini) Gopalan, Christian Illek, Raphael Kubler, and Dominique Leroy for serving as non-independent members of key board committees. A vote FOR the remaining director nominees is warranted.</i>						
1.13	Elect Director Teresa A. Taylor	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent.</i>						
1.14	Elect Director Kelvin R. Westbrook	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The board is not majority independent. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						

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# T-Mobile US, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For

*Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.*

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	63	63
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	39	39
<b>Total Shares:</b>						<b>102</b>	<b>102</b>

# Veeva Systems Inc.

<b>Meeting Date:</b> 06/12/2024	<b>Country:</b> USA	<b>Ticker:</b> VEEV	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855019	
<b>Primary Security ID:</b> 922475108	<b>Primary CUSIP:</b> 922475108	<b>Primary ISIN:</b> US9224751084	<b>Primary SEDOL:</b> BFH3N85
<b>Total Ballots:</b> 1		<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 102	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 102	<b>Shares Voted:</b> 102

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy S. Cabral	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Mark Carges	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Peter P. Gassner	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Mary Lynne Hedley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Priscilla Hung	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Tina Hunt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Marshall L. Mohr	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Gordon Ritter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Veeva Systems Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Paul Sekhri	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. A vote AGAINST Matthew (Matt) Wallach is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Paul Sekhri is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>							
1j	Elect Director Matthew J. Wallach	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: The nominee is non-independent and sits on a key committee. A vote AGAINST Matthew (Matt) Wallach is warranted for serving as a non-independent member of a key board committee. A vote AGAINST Paul Sekhri is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	Yes	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	102	102
			05/30/2024	05/30/2024	05/31/2024		
<b>Total Shares:</b>						<b>102</b>	<b>102</b>

# Western Alliance Bancorporation

<b>Meeting Date:</b> 06/12/2024	<b>Country:</b> USA	<b>Ticker:</b> WAL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1855782	
<b>Primary Security ID:</b> 957638109	<b>Primary CUSIP:</b> 957638109	<b>Primary ISIN:</b> US9576381092	<b>Primary SEDOL:</b> B0CCGJ4
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 1,239	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,239	<b>Shares Voted:</b> 1,239

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bruce D. Beach	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Kevin M. Blakely	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# Western Alliance Bancorporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Juan R. Figuereo	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Howard N. Gould	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Greta Guggenheim	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Christopher A. Halmy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Mary Chris Jammet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Marianne Boyd Johnson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Mary Tuuk Kuras	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Robert P. Latta	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Anthony T. Meola	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Bryan K. Segedi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.13	Elect Director Donald D. Snyder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.14	Elect Director Kenneth A. Vecchione	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i>						
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
	<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>						
4	Ratify RSM US LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.19 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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## Western Alliance Bancorporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Report on Overseeing Risks Related to Discrimination Including Religious/Political Views	SH	Yes	Against	Against	Against	Against

*Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.*

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	1,239	1,239
<b>Total Shares:</b>						<b>1,239</b>	<b>1,239</b>

## Gaming and Leisure Properties, Inc.

<b>Meeting Date:</b> 06/13/2024	<b>Country:</b> USA	<b>Ticker:</b> GLPI	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/11/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1857423	
<b>Primary Security ID:</b> 36467J108	<b>Primary CUSIP:</b> 36467J108	<b>Primary ISIN:</b> US36467J1088	<b>Primary SEDOL:</b> BFPK455
<b>Votable Shares:</b> 1,040	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,040	<b>Shares Voted:</b> 1,040

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter M. Carlino	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.2	Elect Director Debra Martin Chase	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse. The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Carol "Lili" Lynton	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.4	Elect Director Joseph W. Marshall, III	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.5	Elect Director James B. Perry	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.6	Elect Director Barry F. Schwartz	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
1.7	Elect Director Earl C. Shanks	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							

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## Gaming and Leisure Properties, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.8	Elect Director E. Scott Urdang	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: Less than 30% of the board is diverse.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned and no significant concerns were identified at this time.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/20/2024	Auto-Approved 05/20/2024	Shares Confirmed 05/23/2024	1,040	1,040
<b>Total Shares:</b>						<b>1,040</b>	<b>1,040</b>

## Ingersoll Rand Inc.

<b>Meeting Date:</b> 06/13/2024	<b>Country:</b> USA	<b>Ticker:</b> IR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/18/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858516	
<b>Primary Security ID:</b> 45687V106	<b>Primary CUSIP:</b> 45687V106	<b>Primary ISIN:</b> US45687V1061	<b>Primary SEDOL:</b> BL5GZ82
<b>Votable Shares:</b> 3,244	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,244	<b>Shares Voted:</b> 3,244

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicente Reynal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director William P. Donnelly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Kirk E. Arnold	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Gary D. Forsee	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jennifer Hartsock	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director John Humphrey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Ingersoll Rand Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Marc E. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Julie A. Schertell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director JoAnna A. Sohovich	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mark P. Stevenson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 24.20 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following last year's low say-on-pay vote, the compensation committee engaged with investors, disclosed their specific feedback, and made a commitment not to provide additional large grants to the CEO. Further, pay and performance were reasonably aligned for the year in review.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	3,244	3,244
<b>Total Shares:</b>						<b>3,244</b>	<b>3,244</b>

# Matador Resources Company

<b>Meeting Date:</b> 06/13/2024	<b>Country:</b> USA	<b>Ticker:</b> MTDR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858283	
<b>Primary Security ID:</b> 576485205	<b>Primary CUSIP:</b> 576485205	<b>Primary ISIN:</b> US5764852050	<b>Primary SEDOL:</b> B7MSLL8
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,290	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,290	<b>Shares Voted:</b> 2,290

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William M. Byerley	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Monika U. Ehrman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						

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## Matador Resources Company

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Kenneth L. Stewart	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Susan M. Ward	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
<i>Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.</i>							
4	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.87 percent of the fees paid to the auditor are for non-audit purposes.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/20/2024	Auto-Approved 05/20/2024	Shares Confirmed 05/23/2024	2,290	2,290
<b>Total Shares:</b>						<b>2,290</b>	<b>2,290</b>

## Monster Beverage Corporation

<b>Meeting Date:</b> 06/13/2024	<b>Country:</b> USA	<b>Ticker:</b> MNST	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858404	
<b>Primary Security ID:</b> 61174X109	<b>Primary CUSIP:</b> 61174X109	<b>Primary ISIN:</b> US61174X1090	<b>Primary SEDOL:</b> BZ07BW4
<b>Votable Shares:</b> 174	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 174	<b>Shares Voted:</b> 174

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rodney C. Sacks	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Hilton H. Schlosberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Mark J. Hall	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Ana Demel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Monster Beverage Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director James L. Dinkins	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Gary P. Fayard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Tiffany M. Hall	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Jeanne P. Jackson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Steven G. Pizula	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Mark S. Vidergauz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. Annual incentives were based largely on a pre-set financial objective. and half of LTI grants are performance conditioned. However, compensating two co-CEOs each at the same level as one CEO can be costly to shareholders in terms of total executive compensation.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed 05/30/2024	Auto-Approved 05/30/2024	Shares Confirmed 05/31/2024	174	174
<b>Total Shares:</b>						<b>174</b>	<b>174</b>

# Rocket Pharmaceuticals, Inc

<b>Meeting Date:</b> 06/13/2024	<b>Country:</b> USA	<b>Ticker:</b> RCKT	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1860506	
<b>Primary Security ID:</b> 77313F106	<b>Primary CUSIP:</b> 77313F106	<b>Primary ISIN:</b> US77313F1066	<b>Primary SEDOL:</b> BDFKQ07
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 2,332	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,332	<b>Shares Voted:</b> 2,332

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elisabeth Bjork	Mgmt	Yes	For	For	Withhold	Withhold

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# Rocket Pharmaceuticals, Inc

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1b	Elect Director Carsten Boess	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Pedro Granadillo	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for incumbent Governance Committee member Pedro Granadillo given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights.</i>						
1d	Elect Director Gotham Makker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Fady Malik	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Gaurav Shah	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director David P. Southwell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Roderick Wong	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director R. Keith Woods	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Naveen Yalamanchi	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify EisnerAmper LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 19.12 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
4	Increase Authorized Common Stock	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed increase in the number of authorized shares of common stock is reasonable and there are no substantial concerns about the company's past use of shares.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/20/2024	Auto-Approved 05/20/2024	Shares Confirmed 05/24/2024	2,332	2,332
<b>Total Shares:</b>						<b>2,332</b>	<b>2,332</b>

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Zoom Video Communications, Inc.

<b>Meeting Date:</b> 06/13/2024	<b>Country:</b> USA	<b>Ticker:</b> ZM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1862175	
<b>Primary Security ID:</b> 98980L101	<b>Primary CUSIP:</b> 98980L101	<b>Primary ISIN:</b> US98980L1017	<b>Primary SEDOL:</b> BGSP7M9

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 220	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 220
	<b>Shares Voted:</b> 220

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jonathan Chadwick	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: In the absence of Nominating Committee members on ballot, WITHHOLD votes are warranted for director nominees Jonathan Chadwick, Daniel Scheinman, and Cindy Hoots given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>							
1.2	Elect Director Cindy Hoots	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: In the absence of Nominating Committee members on ballot, WITHHOLD votes are warranted for director nominees Jonathan Chadwick, Daniel Scheinman, and Cindy Hoots given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>							
1.3	Elect Director Dan Scheinman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. In the absence of Nominating Committee members on ballot, WITHHOLD votes are warranted for director nominees Jonathan Chadwick, Daniel Scheinman, and Cindy Hoots given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the classified board structure, and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.</i></p>							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. After last year's say-on-pay proposal received low support, the compensation committee demonstrated only a limited degree of responsiveness to shareholders' concerns. In addition, an unmitigated pay-for-performance misalignment persisted in FY24. The company continues to grant special retention bonuses which lack pre-set performance criteria and vest after just one year. Additionally, the company granted supplemental grants to executives to "make-whole" declines in stock price from the original grant, including multiple awards related to last year's front-loaded "refresh awards," effectively shielding executives from a loss in equity grant value, though the company did make certain positive changes to the pay program going forward.</i></p>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/03/2024	Auto-Approved 06/03/2024	Shares Confirmed 06/04/2024	220	220
<b>Total Shares:</b>						<b>220</b>	<b>220</b>

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<b>Meeting Date:</b> 06/14/2024	<b>Country:</b> USA	<b>Ticker:</b> APPF	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/17/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1860748	
<b>Primary Security ID:</b> 03783C100	<b>Primary CUSIP:</b> 03783C100	<b>Primary ISIN:</b> US03783C1009	<b>Primary SEDOL:</b> BYN7H48
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 658	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 658	<b>Shares Voted:</b> 658

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy Bliss	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Timothy Bliss and Winifred (Wendy) Webb given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights. A vote FOR remaining director nominee William Shane Trigg is warranted.</i>						
1.2	Elect Director Shane Trigg	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Winifred Webb	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Timothy Bliss and Winifred (Wendy) Webb given the board's failure to remove, or subject to a sunset requirement, the multi-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents, and the classified board structure, each of which adversely impacts shareholder rights. A vote FOR remaining director nominee William Shane Trigg is warranted.</i>						
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.42 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: A WITHHOLD vote is warranted. The STI and LTI programs were identical, based on overlapping performance metrics with no targets or actual performance disclosed. The CEO also received a large one-time promotional award entirely in time-vested stock options. A WITHHOLD vote is further warranted because the company has not disclosed any short- and long-term E&amp;S performance incentives, and the company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i>						
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), WITHHOLD votes are warranted for this proposal due to the following key factors: - The equity program is estimated to be excessively dilutive (overriding factor); - The plan contains an evergreen feature (overriding factor); - The plan cost is excessive; - The estimated duration of available and proposed shares exceeds six years; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.</i>						
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for this proposal given that the shares reserved under the plan, including the evergreen shares, would cause excessive voting power dilution.</i>						

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	658	658
			06/03/2024	06/03/2024	06/04/2024		
<b>Total Shares:</b>						<b>658</b>	<b>658</b>

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# Regeneron Pharmaceuticals, Inc.

<b>Meeting Date:</b> 06/14/2024	<b>Country:</b> USA	<b>Ticker:</b> REGN	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/16/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1856870	
<b>Primary Security ID:</b> 75886F107	<b>Primary CUSIP:</b> 75886F107	<b>Primary ISIN:</b> US75886F1075	<b>Primary SEDOL:</b> 2730190
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 167	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 167	<b>Shares Voted:</b> 167

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director N. Anthony Coles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Kathryn Guarini	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Arthur F. Ryan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST Arthur Ryan, the governance committee chair and sole governance committee member standing for election, is warranted given the board's failure to remove or subject to a reasonable sunset requirement the company's dual-class capital structure.</i>							
1d	Elect Director David P. Schenkein	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director George L. Sing	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, although concerns are noted. Short-term incentive payouts were determined by the committee's subjective assessment and long-term incentives lacked performance conditions. While pay and performance were reasonably aligned during the year-in-review, continued monitoring of the company's compensation practices is warranted.</i>							
4	Adopt Simple Majority Vote	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement enhances shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/21/2024	Auto-Approved 05/21/2024	Shares Confirmed 05/22/2024	167	167
<b>Total Shares:</b>						<b>167</b>	<b>167</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Block, Inc.

<b>Meeting Date:</b> 06/18/2024	<b>Country:</b> USA	<b>Ticker:</b> SQ	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851881	
<b>Primary Security ID:</b> 852234103	<b>Primary CUSIP:</b> 852234103	<b>Primary ISIN:</b> US8522341036	<b>Primary SEDOL:</b> BYNZGK1
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 7,057	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 7,057	<b>Shares Voted:</b> 7,057

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Randall Garutti	Mgmt	Yes	For	Withhold	Withhold	Withhold
	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Randall (Randy) Garutti given the board's failure to remove, or subject to a sunset requirement, the dual-class capital structure, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights. A vote FOR the remaining director nominee, Mary Meeker, is warranted.</i>						
1.2	Elect Director Mary Meeker	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.27 percent of the fees paid to the auditor are for non-audit purposes.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/05/2024	Auto-Approved 06/05/2024	Shares Confirmed 06/07/2024	7,057	7,057
<b>Total Shares:</b>						<b>7,057</b>	<b>7,057</b>

## Evercore Inc.

<b>Meeting Date:</b> 06/18/2024	<b>Country:</b> USA	<b>Ticker:</b> EVR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/19/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858484	
<b>Primary Security ID:</b> 29977A105	<b>Primary CUSIP:</b> 29977A105	<b>Primary ISIN:</b> US29977A1051	<b>Primary SEDOL:</b> B1BHXZ2
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 698	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 698	<b>Shares Voted:</b> 698

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Roger C. Altman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Pamela G. Carlton	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Ellen V. Futter	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Gail B. Harris	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Robert B. Millard	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Willard J. Overlock, Jr.	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Simon M. Robertson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director John S. Weinberg	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director William J. Wheeler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Sarah K. Williamson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; - The company maintains an auto-accelerated equity vesting change-in-control provision; and - The company provides for excise tax-gross ups in existing agreements.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.15 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The equity program is estimated to be excessively dilutive (overriding factor); - The plan cost is excessive; - The three-year average burn rate is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and - The plan allows broad discretion to accelerate vesting.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/31/2024	Auto-Approved 05/31/2024	Shares Confirmed 06/01/2024	698	698
<b>Total Shares:</b>						<b>698</b>	<b>698</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# IPG Photonics Corporation

<b>Meeting Date:</b> 06/18/2024	<b>Country:</b> USA	<b>Ticker:</b> IPGP	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/29/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1864171	
<b>Primary Security ID:</b> 44980X109	<b>Primary CUSIP:</b> 44980X109	<b>Primary ISIN:</b> US44980X1090	<b>Primary SEDOL:</b> 2698782

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 100	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 100
	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gregory Beecher	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Michael Child	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.3	Elect Director Jeanmarie Desmond	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.4	Elect Director Gregory Dougherty	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Mark Gitin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Kolleen Kennedy	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Eric Meurice	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director Natalia Pavlova	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director John Peeler	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Eugene Scherbakov	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Agnes Tang	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Although some concerns are noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>						
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# IPG Photonics Corporation

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/20/2024	Auto-Approved 05/20/2024	Shares Confirmed 05/28/2024	100	100
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# Mastercard Incorporated

**Meeting Date:** 06/18/2024      **Country:** USA      **Ticker:** MA      **Proxy Level:** 3  
**Record Date:** 04/19/2024      **Meeting Type:** Annual      **Meeting ID:** 1857931  
**Primary Security ID:** 57636Q104      **Primary CUSIP:** 57636Q104      **Primary ISIN:** US57636Q1040      **Primary SEDOL:** B121557

**Total Ballots:** 1      **Voting Policy:** UUA  
**Votable Shares:** 39      **\*Shares on Loan:** 0      **Shares Instructed:** 39      **Shares Voted:** 39

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Candido Bracher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Richard K. Davis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Julius Genachowski	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director Choon Phong Goh	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1f	Elect Director Oki Matsumoto	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Michael Miebach	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Youngme Moon	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Rima Qureshi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Gabrielle Sulzberger	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1k	Elect Director Harit Talwar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
11	Elect Director Lance Uggla	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Concerns are nonetheless raised regarding the significant role of discretion in the STIP. That said, FY23 STI payouts were generally aligned with strong corporate financial performance, and financial targets appeared to be rigorous. Further, equity grants were predominantly performance-conditioned.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 4.12 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Report on Lobbying Payments and Policy	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.</i>							
5	Amend Director Election Resignation Bylaw	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as there are no recurring issues regarding failed director elections at the company that suggest a mandatory resignation policy is needed, and there are arguable concerns that the proposal may not be in compliance with Delaware law.</i>							
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: see screen note</i>							
7	Report on Congruency of Company's Human Rights Statement with Charitable Contributions and Voluntary Partnerships	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient disclosure regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>							
8	Report on Gender-Based Compensation and Benefits Inequities	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company is improving with respect to its gender pay gap, appears to provide competitive health benefits, and there is no evidence that the company is offering health care in a discriminatory manner.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/03/2024	Auto-Approved 06/03/2024	Shares Confirmed 06/04/2024	39	39
<b>Total Shares:</b>						<b>39</b>	<b>39</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



<b>Meeting Date:</b> 06/18/2024	<b>Country:</b> USA	<b>Ticker:</b> MET	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/19/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1859103	
<b>Primary Security ID:</b> 59156R108	<b>Primary CUSIP:</b> 59156R108	<b>Primary ISIN:</b> US59156R1086	<b>Primary SEDOL:</b> 2573209
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 5,236	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5,236	<b>Shares Voted:</b> 5,236

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Carlos M. Gutierrez	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Carla A. Harris	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1d	Elect Director Laura J. Hay	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director David L. Herzog	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director R. Glenn Hubbard	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1g	Elect Director Jeh C. Johnson	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1h	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director William E. Kennard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Michel A. Khalaf	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Diana L. McKenzie	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1l	Elect Director Denise M. Morrison	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Mark A. Weinberger	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.75 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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## MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. Although the relative TSR metric only targets median performance, equity grants are majority performance-conditioned and earned based on objective metrics measured over a multi-year period. Additionally, the annual incentives were largely based on a financial metric with preset goals.</i></p>							
4	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i></p>							
5	Conduct and Report a Third-Party Racial Equity Audit	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as such disclosure would allow shareholders to better assess the racial equity impacts and effectiveness of the company's policies and practices.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/04/2024	Auto-Approved 06/04/2024	Shares Confirmed 06/06/2024	5,236	5,236
<b>Total Shares:</b>						<b>5,236</b>	<b>5,236</b>

## Nexstar Media Group, Inc.

<b>Meeting Date:</b> 06/18/2024	<b>Country:</b> USA	<b>Ticker:</b> NXST	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1860578	
<b>Primary Security ID:</b> 65336K103	<b>Primary CUSIP:</b> 65336K103	<b>Primary ISIN:</b> US65336K1034	<b>Primary SEDOL:</b> 2949758
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 42	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 42	<b>Shares Voted:</b> 42

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Perry A. Sook	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Geoff Armstrong	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Bernadette S. Aulestia	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent members of the compensation committee Bernadette Aulestia and Jay Grossman are warranted due to poor responsiveness to a low say-on-pay vote result. A vote FOR the director nominees is warranted.</i></p>							
1.4	Elect Director Dennis J. FitzSimons	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.5	Elect Director Jay M. Grossman	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the incumbent members of the compensation committee Bernadette Aulestia and Jay Grossman are warranted due to poor responsiveness to a low say-on-pay vote result. A vote FOR the director nominees is warranted.</i></p>							

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Nexstar Media Group, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director C. Thomas McMillen	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.7	Elect Director Lisbeth McNabb	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.8	Elect Director John R. Muse	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.9	Elect Director Tony Wells	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 17.81 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The compensation committee demonstrated poor responsiveness to a low say-on-pay vote result; though the proxy clearly disclosed the company's engagement efforts as well as the feedback received from shareholders, the company did not make any changes to the pay program to address shareholder concerns. Further, an unmitigated pay-for-performance misalignment exists for the year in review. The CEO's base salary and target bonus opportunity each increased significantly, while his annual bonus targets were not clearly disclosed. Furthermore, though half his annual LTI grant was in performance equity, his annual equity grant value was relatively large, his PSUs were based on only one-year TSR performance, and these vested at maximum despite negative absolute TSR. Lastly, a vote AGAINST this proposal is warranted because the company has not disclosed any short- and long-term E&amp;S performance incentives, the company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements, and the company maintains an auto-accelerated equity vesting change-in-control provision.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	42	42
			06/04/2024	06/04/2024	06/06/2024		
<b>Total Shares:</b>						<b>42</b>	<b>42</b>

## Smartsheet Inc.

<b>Meeting Date:</b> 06/18/2024	<b>Country:</b> USA	<b>Ticker:</b> SMAR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/19/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1861691	
<b>Primary Security ID:</b> 83200N103	<b>Primary CUSIP:</b> 83200N103	<b>Primary ISIN:</b> US83200N1037	<b>Primary SEDOL:</b> BZFND98
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 3,033	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 3,033	<b>Shares Voted:</b> 3,033

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alissa Abdullah	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Michael Gregoire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Katie Rooney	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Khozema Shipchandler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Rowan Trollope	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Rowan Trollope given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>							
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 21.48 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Although a concern is noted, a vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 05/31/2024	Auto-Approved 05/31/2024	Shares Confirmed 06/01/2024	3,033	3,033
<b>Total Shares:</b>						<b>3,033</b>	<b>3,033</b>

**Ultragenyx Pharmaceutical Inc.**

<b>Meeting Date:</b> 06/18/2024	<b>Country:</b> USA	<b>Ticker:</b> RARE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/23/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858323	
<b>Primary Security ID:</b> 90400D108	<b>Primary CUSIP:</b> 90400D108	<b>Primary ISIN:</b> US90400D1081	<b>Primary SEDOL:</b> BJ62Z18
<b>Votable Shares:</b> 5,812	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 5,812	<b>Shares Voted:</b> 5,812

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah Dunsire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Michael Narachi	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# Ultragenyx Pharmaceutical Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Corsee D. Sanders	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): - The equity program is estimated to be excessively dilutive (overriding factor). - The plan cost is excessive. - The plan allows broad discretion to accelerate vesting.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.32 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: High CEO pay in relation to company peer group CEO median pay levels; and High CEO pay relative to company performance compared to the company's peers. In addition, a pay-for-performance misalignment is underscored by incentive program disclosure and structure concerns. The company did not clearly disclose performance targets for certain short- and long-term incentives, which impedes shareholders' ability to assess the programs. For NEOs other than the CEO, equity awards were majority time-based, and changes to the bonus structure reduced emphasis on the objective performance component. There are also concerns regarding the size of the CEO's LTI awards, which have resulted in relatively large total pay.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/03/2024	Auto-Approved 06/03/2024	Shares Confirmed 06/04/2024	4,702	4,702
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/03/2024	Auto-Approved 06/03/2024	Shares Confirmed 06/04/2024	1,110	1,110
<b>Total Shares:</b>						<b>5,812</b>	<b>5,812</b>

# Biogen Inc.

<b>Meeting Date:</b> 06/20/2024	<b>Country:</b> USA	<b>Ticker:</b> BIIB	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/25/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858381	
<b>Primary Security ID:</b> 09062X103	<b>Primary CUSIP:</b> 09062X103	<b>Primary ISIN:</b> US09062X1037	<b>Primary SEDOL:</b> 2455965
<b>Votable Shares:</b> 175	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 175	<b>Shares Voted:</b> 175

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Caroline D. Dorsa	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Maria C. Freire	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director William A. Hawkins	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1d	Elect Director Susan K. Langer	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jesus B. Mantas	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Monish Patolawala	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Eric K. Rowinsky	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Stephen A. Sherwin	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Christopher A. Viehbacher	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 11.39 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. The compensation committee demonstrated sufficient responsiveness to last year's low say-on-pay vote result. In addition, pay and performance are reasonably aligned, and no significant concerns were identified for the year in review. Incentive pay programs are largely performance-based and the compensation committee made positive changes to the LTI program for FY24.</i>							
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>							
5	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>							
6	Approve Qualified Employee Stock Purchase Plan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that - The purchase price is reasonable; - The number of shares reserved is relatively conservative; and - The offer period is within the prescribed limits under Section 423 of the Internal Revenue Code.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/03/2024	Auto-Approved 06/03/2024	Shares Confirmed 06/04/2024	175	175
<b>Total Shares:</b>						<b>175</b>	<b>175</b>

**Delta Air Lines, Inc.**

<b>Meeting Date:</b> 06/20/2024	<b>Country:</b> USA	<b>Ticker:</b> DAL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/29/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1859090	
<b>Primary Security ID:</b> 247361702	<b>Primary CUSIP:</b> 247361702	<b>Primary ISIN:</b> US2473617023	<b>Primary SEDOL:</b> B1W9D46
<b>Votable Shares:</b> 100	<b>Total Ballots:</b> 1 <b>*Shares on Loan:</b> 0	<b>Voting Policy:</b> UUA <b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Maria Black	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Willie CW Chiang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Greg Creed	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1e	Elect Director David G. DeWalt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Leslie D. Hale	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Christopher A. Hazleton	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Michael P. Huerta	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1i	Elect Director Vasant M. Prabhu	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Sergio A. L. Rial	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director David S. Taylor	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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## Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Kathy N. Waller	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Pay and performance are reasonably aligned for the year in review and annual incentives are based on objective metrics. The majority of long-term incentive awards are also performance-based. However, the committee granted relatively large one-time awards to three NEOs, and only half of these awards are performance-conditioned.</i>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 15.13 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted, as it should be the ultimate decision of the board to oversee and manage any potential risks related to the company's third-party memberships.</i>							
5	Adopt Policy to Not Interfere with Freedom of Association Rights	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as a non-interference policy may benefit shareholders by improving the company's management of freedom of association and collective bargaining in its operations.</i>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	100	100
			06/03/2024	06/03/2024	06/04/2024		
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

## Dollar Tree, Inc.

<b>Meeting Date:</b> 06/20/2024	<b>Country:</b> USA	<b>Ticker:</b> DLTR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1863238	
<b>Primary Security ID:</b> 256746108	<b>Primary CUSIP:</b> 256746108	<b>Primary ISIN:</b> US2567461080	<b>Primary SEDOL:</b> 2272476
<b>Votable Shares:</b> 290	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 290	<b>Shares Voted:</b> 290

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard W. Dreiling	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Cheryl W. Grise	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Daniel J. Heinrich	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Paul C. Hilal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Edward J. Kelly, III	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Mary A. Laschinger	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Jeffrey G. Naylor	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1h	Elect Director Winnie Y. Park	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Diane E. Randolph	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Bertram L. Scott	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Stephanie P. Stahl	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Following last year's low say-on-pay vote, the compensation committee engaged with investors, disclosed their specific feedback, and addressed concerns related to special awards and CEO Drelling's future grants. Although some concerns are raised surrounding the lack of forward-looking goal disclosure in the LTI, pay and performance are reasonably aligned, and incentive programs are largely performance-based.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Require Independent Board Chair	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/06/2024	Auto-Approved 06/06/2024	Shares Confirmed 06/07/2024	290	290
<b>Total Shares:</b>						<b>290</b>	<b>290</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# Dollar Tree, Inc.

# DoorDash, Inc.

<b>Meeting Date:</b> 06/20/2024	<b>Country:</b> USA	<b>Ticker:</b> DASH	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/24/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1858402	
<b>Primary Security ID:</b> 25809K105	<b>Primary CUSIP:</b> 25809K105	<b>Primary ISIN:</b> US25809K1051	<b>Primary SEDOL:</b> BN13P03

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 3,335	<b>*Shares on Loan:</b> 0
	<b>Shares Instructed:</b> 3,335
	<b>Shares Voted:</b> 3,335

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Elinor Mertz	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Tony Xu and Elinor (Ellie) Mertz is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure and the classified board structure, each of which adversely impacts shareholder rights.</i>						
1b	Elect Director Ashley Still	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Tony Xu	Mgmt	Yes	For	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST incumbent director nominees Tony Xu and Elinor (Ellie) Mertz is warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure and the classified board structure, each of which adversely impacts shareholder rights.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.15 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i>						

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	3,335	3,335
			06/05/2024	06/05/2024	06/07/2024		
<b>Total Shares:</b>						<b>3,335</b>	<b>3,335</b>

# eBay Inc.

<b>Meeting Date:</b> 06/20/2024	<b>Country:</b> USA	<b>Ticker:</b> EBAY	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1857004	
<b>Primary Security ID:</b> 278642103	<b>Primary CUSIP:</b> 278642103	<b>Primary ISIN:</b> US2786421030	<b>Primary SEDOL:</b> 2293819

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Total Ballots: 1

Voting Policy: UUA

Votable Shares: 130

\*Shares on Loan: 0

Shares Instructed: 130

Shares Voted: 130

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1b	Elect Director Aparna Chennapragada	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Logan D. Green	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director E. Carol Hayles	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jamie J. Iannone	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Shripriya Mahesh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Paul S. Pressler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Zane Rowe	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Mohak Shroff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director Perry M. Traquina	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 6.05 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Although concerns are raised regarding the annual performance periods utilized for a portion of the equity awards, and the lack of forward-looking goal disclosure under the LTIP, the long-term incentives were predominantly performance-conditioned, and the annual incentives were primarily based on a pre-set financial metric.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	130	130
			06/06/2024	06/06/2024	06/07/2024		
<b>Total Shares:</b>						<b>130</b>	<b>130</b>

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

## Equity Residential

<b>Meeting Date:</b> 06/20/2024	<b>Country:</b> USA	<b>Ticker:</b> EQR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 03/28/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1851189	
<b>Primary Security ID:</b> 29476L107	<b>Primary CUSIP:</b> 29476L107	<b>Primary ISIN:</b> US29476L1070	<b>Primary SEDOL:</b> 2319157

<b>Votable Shares:</b> 1,121	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,121	<b>Shares Voted:</b> 1,121

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Angela M. Aman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.2	Elect Director Linda Walker Bynoe	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.3	Elect Director Mary Kay Haben	Mgmt	Yes	For	For	Withhold	Withhold
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.4	Elect Director Ann C. Hoff	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.5	Elect Director Tahsinul Zia Huque	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.6	Elect Director Nina P. Jones	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director John E. Neal	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.8	Elect Director David J. Neithercut	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Mark J. Parrell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Mark S. Shapiro	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Stephen E. Sterrett	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because less than one percent of the fees paid to the auditor are for non-audit purposes.</i>						

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## Equity Residential

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - Modified single-trigger provision in change-in-control agreements; and - A lack of all the following risk-mitigating features: clawback policy, stock ownership guidelines, and stock holding requirements.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/06/2024	Auto-Approved 06/06/2024	Shares Confirmed 06/07/2024	1,121	1,121
<b>Total Shares:</b>						<b>1,121</b>	<b>1,121</b>

## Okta, Inc.

<b>Meeting Date:</b> 06/20/2024	<b>Country:</b> USA	<b>Ticker:</b> OKTA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/24/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1864308	
<b>Primary Security ID:</b> 679295105	<b>Primary CUSIP:</b> 679295105	<b>Primary ISIN:</b> US6792951054	<b>Primary SEDOL:</b> BDFZSP1
<b>Votable Shares:</b> 4,900	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 4,900
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 4,900	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Emilie Choi	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.2	Elect Director Todd McKinnon	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.3	Elect Director Michael Stankey	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Michael (Mike) Stankey given the board's failure to remove, or subject to a reasonable sunset requirement, the classified board structure, the supermajority vote requirement to enact certain changes to the governing documents, and the multi-class capital structure with disparate voting rights, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i></p>							
2	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 8.33 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - High CEO pay relative to company performance compared to the company's peers; and - High CEO pay in relation to company peer group CEO median pay levels.</i></p>							

### Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/10/2024	Auto-Approved 06/10/2024	Shares Confirmed 06/11/2024	4,900	4,900
<b>Total Shares:</b>						<b>4,900</b>	<b>4,900</b>

Universal Display Corporation

<b>Meeting Date:</b> 06/20/2024	<b>Country:</b> USA	<b>Ticker:</b> OLED	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/05/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1856885	
<b>Primary Security ID:</b> 91347P105	<b>Primary CUSIP:</b> 91347P105	<b>Primary ISIN:</b> US91347P1057	<b>Primary SEDOL:</b> 2277880
<b>Votable Shares:</b> 484	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 484	<b>Shares Voted:</b> 484

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven V. Abramson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Nigel Brown	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Cynthia J. Comparin	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1d	Elect Director Richard C. Elias	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1e	Elect Director Elizabeth H. Gemmill	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1f	Elect Director C. Keith Hartley	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1g	Elect Director Celia M. Joseph	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Lawrence Lacerte	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is an incumbent member of the audit committee and non-audit fees exceed 25% of the aggregate fees paid to the company's external auditor.</i>							
1i	Elect Director Joan Lau	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							

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# Universal Display Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Sidney D. Rosenblatt	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. Pay programs were primarily performance-based with disclosed STI goals and PSUs utilize a multi-year performance period. However, the maximum goal for the most heavily-weighted STI metric was set below the prior year's actual performance without a corresponding pay reduction or rationale for the specific goal-setting, and the metric was achieved above target. Additionally, the proxy does not disclose any forward-looking LTI goals, the maximum PSU vesting opportunity is high and the CEO's equity grant value is relatively large, particularly in the context of negative three-year TSR.</i>							
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the ratification of the company's auditor is warranted given that non-audit fees represent 29.14 percent of the total fees received by the auditor during the fiscal year, raising substantial doubts over the independence of the auditor.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/06/2024	Auto-Approved 06/06/2024	Shares Confirmed 06/07/2024	484	484
<b>Total Shares:</b>						<b>484</b>	<b>484</b>

# Aon Plc

<b>Meeting Date:</b> 06/21/2024	<b>Country:</b> Ireland	<b>Ticker:</b> AON	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 04/12/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1860554	
<b>Primary Security ID:</b> G0403H108	<b>Primary CUSIP:</b> G0403H108	<b>Primary ISIN:</b> IE00BLP1HW54	<b>Primary SEDOL:</b> BLP1HW5
<b>Votable Shares:</b> 527	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 527	<b>Shares Voted:</b> 527

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.2	Elect Director Gregory C. Case	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.3	Elect Director Jose Antonio Alvarez	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Jin-Yong Cai	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Jeffrey C. Campbell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Fulvio Conti	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.7	Elect Director Cheryl A. Francis	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1.8	Elect Director Adriana Karaboutis	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.9	Elect Director Richard C. Notebaert	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.10	Elect Director Gloria Santana	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.11	Elect Director Sarah E. Smith	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1.12	Elect Director Byron O. Spruell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, with caution. In addition to ongoing concerns regarding STI and LTI goal disclosure, the company made significant one-time equity grants to two NEOs. These grants were, however, entirely performance-based and the design appears reasonably rigorous. Further, short-term incentives were primarily based on a pre-set, growth-based financial metric, and long-term incentives were entirely performance-conditioned with a multi-year measurement period. Lastly, CEO pay and company performance are reasonably aligned for the year in review.</i>						
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.59 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 2.59 percent of the fees paid to the auditor are for non-audit purposes.</i>						
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals to ratify the auditor is warranted.</i>						
6	Authorise Issue of Equity	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>						
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted because the proposed amounts and durations are within recommended limits.</i>						

\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.



Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/06/2024	Auto-Approved 06/06/2024	Shares Confirmed 06/07/2024	527	527
<b>Total Shares:</b>						<b>527</b>	<b>527</b>

BridgeBio Pharma, Inc.

<b>Meeting Date:</b> 06/21/2024	<b>Country:</b> USA	<b>Ticker:</b> BBIO	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/22/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1856921	
<b>Primary Security ID:</b> 10806X102	<b>Primary CUSIP:</b> 10806X102	<b>Primary ISIN:</b> US10806X1028	<b>Primary SEDOL:</b> BK1KWG8
<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA		
<b>Votable Shares:</b> 1,346	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,346	<b>Shares Voted:</b> 1,346

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eric Aguiar	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.2	Elect Director Jennifer E. Cook	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.3	Elect Director Andrea J. Ellis	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.4	Elect Director Fred Hassan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1.5	Elect Director Ali J. Satvat	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Ali Satvat given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: - The company has not disclosed any short- and long-term E&amp;P&amp;S performance incentives; and - The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i>							
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 10.76 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Amend Omnibus Stock Plan	Mgmt	Yes	For	Against	Against	Against
<i>Voting Policy Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); - The plan permits liberal recycling of shares; and - The plan allows broad discretion to accelerate vesting.</i>							

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
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\*Shares on loan data is only provided for a select group of custodians. Please contact your ISS Client Service Team with any questions.

# BridgeBio Pharma, Inc.

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed 06/10/2024	Auto-Approved 06/10/2024	Shares Confirmed 06/11/2024	1,346	1,346
<b>Total Shares:</b>						<b>1,346</b>	<b>1,346</b>

## QIAGEN NV

<b>Meeting Date:</b> 06/21/2024	<b>Country:</b> Netherlands	<b>Ticker:</b> QGEN	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/24/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1864375	
<b>Primary Security ID:</b> N72482149	<b>Primary CUSIP:</b> N72482149	<b>Primary ISIN:</b> NL0015001WM6	<b>Primary SEDOL:</b> BMGBZP0

<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA
<b>Votable Shares:</b> 855	<b>*Shares on Loan:</b> 0
<b>Shares Instructed:</b> 855	<b>Shares Voted:</b> 855

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt	No				
1	Adopt Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of concern with the company's audit procedures or its auditors.</i>							
2	Approve Remuneration Report	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A qualified vote FOR is warranted as the proposed remuneration report is broadly in line with market practice, however, the disclosure under the STIP and the LTIP would benefit from some improvement, especially concerning the "personal objectives" metric (25 percent weight) and the achievement of the non-financial metrics under the STIP. Disclosure on targets under the LTIP is also lacking.</i>							
3	Approve Discharge of Management Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>							
4	Approve Discharge of Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>							
5.a	Reelect Metin Colpan to Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>							
5.b	Reelect Toralf Haag to Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>							
5.c	Reelect Ross L. Levine to Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5.d	Reelect Elaine Mardis to Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>						
5.e	Reelect Eva Pisa to Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>						
5.f	Reelect Lawrence A. Rosen to Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>						
5.g	Reelect Stephen H. Ruskowski to Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>						
5.h	Reelect Elizabeth E. Tallett to Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>						
5.i	Reelect Bert van Meurs to Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>						
5.j	Reelect Eva van Pelt to Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a period not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates</i>						
6.a	Reelect Thierry Bernard to Management Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a term not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates.</i>						
6.b	Reelect Roland Sackers to Management Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR these elections is warranted because: - The nominees are elected for a term not exceeding four years; - The candidates appear to possess the necessary qualifications for board membership; and - There is no known controversy concerning the candidates.</i>						
7.a	Approve Remuneration Policy for the Supervisory Board	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>						

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
7.b	Approve Remuneration of Supervisory Board	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.</i>							
8	Reappoint KPMG Accountants N.V. as Auditors for the Financial Year Ending December 31, 2024	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>							
9	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year Ending December 31, 2025	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>							
10.a	Grant Supervisory Board Authority to Issue Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).</i>							
10.b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume (i.e. the management board would be able to issue share up to 50 percent of the issued share capital).</i>							
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because:- This proposal is in line with commonly used safeguards regarding volume and pricing;- The authorization would allow QIAGEN to repurchase up to 10.00 percent of the issued share capital; and- The authorization would allow the company to repurchase shares for less or up to 110 percent of the share price prior to the repurchase.</i>							
12	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because this is an alternative return to shareholders.</i>							
13	Approve Cancellation of Shares	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because the cancellation of shares is in shareholders' interests.</i>							

**Ballot Details**

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 05/31/2024	Auto-Approved 05/31/2024	Shares Confirmed 06/01/2024	855	855
<b>Total Shares:</b>						<b>855</b>	<b>855</b>

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<b>Meeting Date:</b> 06/25/2024	<b>Country:</b> USA	<b>Ticker:</b> KMX	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/19/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1864306	
<b>Primary Security ID:</b> 143130102	<b>Primary CUSIP:</b> 143130102	<b>Primary ISIN:</b> US1431301027	<b>Primary SEDOL:</b> 2983563
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 118	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 118	<b>Shares Voted:</b> 118

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter J. Bensen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1b	Elect Director Ronald E. Blaylock	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>						
1c	Elect Director Sona Chawla	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Thomas J. Folliard	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Shira D. Goodman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director David W. McCreight	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director William D. Nash	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Mark F. O'Neil	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Pietro Satriano	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Marcella Shinder	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Mitchell D. Steenrod	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 14.61 percent of the fees paid to the auditor are for non-audit purposes.</i>						
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to the following concerns: - A majority of equity awards to the CEO are not tied to performance-contingent pay elements; - High CEO pay relative to company performance compared to the company's peers; and - Excessive differentials between CEO pay and the pay of other named executive officers at the firm.</i>						

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Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumbline Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/11/2024	Auto-Approved 06/11/2024	Shares Confirmed 06/12/2024	118	118
<b>Total Shares:</b>						<b>118</b>	<b>118</b>

NVIDIA Corporation

<b>Meeting Date:</b> 06/26/2024	<b>Country:</b> USA	<b>Ticker:</b> NVDA	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/29/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1865677	
<b>Primary Security ID:</b> 67066G104	<b>Primary CUSIP:</b> 67066G104	<b>Primary ISIN:</b> US67066G1040	<b>Primary SEDOL:</b> 2379504
<b>Votable Shares:</b> 1,504	<b>Total Ballots:</b> 2	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,504	<b>Shares Voted:</b> 1,504

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director Tench Coxé	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director John O. Dabiri	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1d	Elect Director Persis S. Drell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1e	Elect Director Jen-Hsun Huang	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1f	Elect Director Dawn Hudson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1g	Elect Director Harvey C. Jones	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1h	Elect Director Melissa B. Lora	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1i	Elect Director Stephen C. Neal	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1j	Elect Director A. Brooke Seawell	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1k	Elect Director Aarti Shah	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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# NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Mark A. Stevens	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as pay and performance are reasonably aligned for the year under review. Although some concerns are raised with respect to the LTI plan, the CEO's equity awards are entirely performance-based, with clearly disclosed target goals.</i>							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 16.84 percent of the fees paid to the auditor are for non-audit purposes.</i>							
4	Adopt Simple Majority Vote	SH	Yes	None	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholder rights.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/06/2024	Auto-Approved 06/06/2024	Shares Confirmed 06/07/2024	16	16
Sands Capital Mgmt, 6728029078	6728029078	Confirmed	Auto-Instructed 06/06/2024	Auto-Approved 06/06/2024	Shares Confirmed 06/07/2024	1,488	1,488
<b>Total Shares:</b>						<b>1,504</b>	<b>1,504</b>

# Braze, Inc.

<b>Meeting Date:</b> 06/27/2024	<b>Country:</b> USA	<b>Ticker:</b> BRZE	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/29/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1865678	
<b>Primary Security ID:</b> 10576N102	<b>Primary CUSIP:</b> 10576N102	<b>Primary ISIN:</b> US10576N1028	<b>Primary SEDOL:</b> BPLQR66
<b>Votable Shares:</b> 1,800	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 1,800	<b>Shares Voted:</b> 1,800

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William Magnuson	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1b	Elect Director David Obstler	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
1c	Elect Director Tara Walpert Levy	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Tara Levy given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>							

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# Braze, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because:- The company has not disclosed any short- and long-term E&amp;S performance incentives; and- The company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i></p>							
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because only 5.88 percent of the fees paid to the auditor are for non-audit purposes.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	1,800	1,800
			06/07/2024	06/07/2024	06/08/2024		
<b>Total Shares:</b>						<b>1,800</b>	<b>1,800</b>

# Dell Technologies Inc.

<b>Meeting Date:</b> 06/27/2024	<b>Country:</b> USA	<b>Ticker:</b> DELL	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1867469	
<b>Primary Security ID:</b> 24703L202	<b>Primary CUSIP:</b> 24703L202	<b>Primary ISIN:</b> US24703L2025	<b>Primary SEDOL:</b> BHKD3S6
<b>Votable Shares:</b> 106	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	<b>Shares Voted:</b> 106
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 106	

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael S. Dell	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Michael Dell as his ownership of the supervoting shares provides him with voting power control of the company.</i></p>							
1.2	Elect Director David W. Dorman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Michael Dell as his ownership of the supervoting shares provides him with voting power control of the company.</i></p>							
1.3	Elect Director Egon Durban	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1.4	Elect Director David Grain	Mgmt	Yes	For	For	Withhold	Withhold
<p><i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i></p>							
1.5	Elect Director William D. Green	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1.6	Elect Director Steven M. Mollenkopf	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# Dell Technologies Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Lynn Vojvodich Radakovich	Mgmt	Yes	For	For	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies.</i>							
1.8	Elect Director Ellen J. Kullman	Mgmt	Yes	For	Withhold	Withhold	Withhold
<i>Voting Policy Rationale: The nominee is employed full-time and sits on boards at more than 2 public companies. WITHHOLD votes are warranted for Governance Committee members Ellen Kullman and David Dorman for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Michael Dell as his ownership of the supervoting shares provides him with voting power control of the company.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because only 3.25 percent of the fees paid to the auditor are for non-audit purposes.</i>							
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company has not disclosed any short- and long-term E&amp;S performance incentives. In addition, the company has not disclosed any risk mitigators, such as a clawback policy, CEO stock ownership guidelines, or stock holding period requirements.</i>							
4	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its corporate contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>							
5	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Yes	Against	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of any related risks.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	106	106
			06/11/2024	06/11/2024	06/12/2024		
<b>Total Shares:</b>						<b>106</b>	<b>106</b>

# Salesforce, Inc.

<b>Meeting Date:</b> 06/27/2024	<b>Country:</b> USA	<b>Ticker:</b> CRM	<b>Proxy Level:</b> 3
<b>Record Date:</b> 05/01/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1866722	
<b>Primary Security ID:</b> 79466L302	<b>Primary CUSIP:</b> 79466L302	<b>Primary ISIN:</b> US79466L3024	<b>Primary SEDOL:</b> 2310525
	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
<b>Votable Shares:</b> 451	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 451	<b>Shares Voted:</b> 451

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Laura Alber	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1c	Elect Director Craig Conway	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Arnold Donald	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Parker Harris	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director Neelie Kroes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Sachin Mehra	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director G. Mason Morfit	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director Oscar Munoz	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director John V. Roos	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Robin Washington	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1l	Elect Director Maynard Webb	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1m	Elect Director Susan Wojcicki	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the exculpation provision permitted by Delaware law is considered to reasonably balance shareholders' interest in officer accountability with their interest in attracting and retaining qualified officers to serve the company.</i>						
3	Amend Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: Based on the Equity Plan Scorecard evaluation (EPSC), a vote FOR this proposal is warranted.</i>						
4	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 12.53 percent of the fees paid to the auditor are for non-audit purposes.</i>						

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# Salesforce, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Some positive features are noted in the short- and long-term programs: the STI is largely based on rigorous financial metrics, while a majority of the LTI program is in multi-year equity which also utilizes rigorous target goals. However, these positive features do not mitigate concerns regarding equity grant magnitude, which continues to increase. The company granted the CEO a second, larger "annual" equity grant at the end of FY24, intended to increase the annual equity grant value for the year. Additionally, performance equity moved away from a true multi-year performance period, with a portion now based on one-year goals. Lastly, one NEO continues to receive sizeable, guaranteed time-vested equity grants and cash bonus payments for multiple years in connection with a previous agreement with the company.</i></p>							
6	Require Independent Board Chair	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given the importance of having an independent chairman of the board.</i></p>							
7	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.</i></p>							
8	Report on Viewpoint Discrimination	SH	Yes	Against	Against	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, as the company appears to provide sufficient disclosures regarding its commitment to anti-discrimination, terms of service disclosure, and acceptable use of services.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Rhumblin Custom S&P Index, 6728029082	6728029082	Confirmed	Auto-Instructed 06/14/2024	Auto-Approved 06/14/2024	Shares Confirmed 06/18/2024	451	451
<b>Total Shares:</b>						<b>451</b>	<b>451</b>

# The Kroger Co.

<b>Meeting Date:</b> 06/27/2024	<b>Country:</b> USA	<b>Ticker:</b> KR	<b>Proxy Level:</b> 3
<b>Record Date:</b> 04/30/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1866092	
<b>Primary Security ID:</b> 501044101	<b>Primary CUSIP:</b> 501044101	<b>Primary ISIN:</b> US5010441013	<b>Primary SEDOL:</b> 2497406
<b>Votable Shares:</b> 100	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 100	<b>Shares Voted:</b> 100

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nora A. Aufreiter	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
1b	Elect Director Kevin M. Brown	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Elaine L. Chao	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1d	Elect Director Anne Gates	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1e	Elect Director Karen M. Hoguet	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1f	Elect Director W. Rodney McMullen	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1g	Elect Director Clyde R. Moore	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1h	Elect Director Ronald L. Sargent	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1i	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1j	Elect Director Mark S. Sutton	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
1k	Elect Director Ashok Vemuri	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned. Although forward-looking LTI goals were not disclosed, goals for closing-cycle awards were disclosed retroactively. Further, annual incentives were entirely based on pre-set objective metrics, and LTI awards are half-performance based with a multi-year measurement period.</i>						
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted because only 1.88 percent of the fees paid to the auditor are for non-audit purposes.</i>						
4	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Yes	Against	Against	For	For
	<i>Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from increased disclosure regarding the company's policies and practices related to the sale of tobacco products and its risk oversight mechanisms for continued in-store tobacco sales.</i>						
5	Report on Charitable Contributions	SH	Yes	Against	Against	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company provides sufficient information regarding its charitable contributions, and absent self-dealing or gross negligence, management should be afforded discretion in determining the company's charitable giving strategy.</i>						

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# The Kroger Co.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Establish a Company Compensation Policy of Paying a Living Wage	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. While the company has implemented minimum wage and employee development initiatives and continues to sufficiently disclose diversity and gender pay disparity data, officially establishing these policies would benefit shareholders.</i></p>							
7	Report on "Just Transition"	SH	Yes	Against	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from more disclosure on whether and how the company considers human capital management and community relations issues related to the transition to a low-carbon economy as part of its climate strategy.</i></p>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Socially Responsible Investing, 6728029075	6728029075	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	100	100
			06/10/2024	06/10/2024	06/11/2024		
<b>Total Shares:</b>						<b>100</b>	<b>100</b>

# WNS (Holdings) Limited

<b>Meeting Date:</b> 06/27/2024	<b>Country:</b> Jersey	<b>Ticker:</b> WNS	<b>Proxy Level:</b> N/A
<b>Record Date:</b> 05/15/2024	<b>Meeting Type:</b> Annual	<b>Meeting ID:</b> 1868030	
<b>Primary Security ID:</b> G98196101	<b>Primary CUSIP:</b> G98196101	<b>Primary ISIN:</b> JE00BQC4YW14	<b>Primary SEDOL:</b> BQC4YW1
<b>Votable Shares:</b> 2,017	<b>Total Ballots:</b> 1	<b>Voting Policy:</b> UUA	
	<b>*Shares on Loan:</b> 0	<b>Shares Instructed:</b> 2,017	<b>Shares Voted:</b> 2,017

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the company's routine submission of the director's report and financial statements is warranted because no significant concerns have been identified.</i></p>							
2	Ratify Grant Thornton Bharat LLP as Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR this item is warranted because none of the fees paid to the auditor are for non-audit purposes.</i></p>							
3	Authorize Board to Fix Remuneration of Auditors	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i></p>							
4	Reelect Jason Liberty as Director	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							
5	Reelect Francoise Gri as Director	Mgmt	Yes	For	For	For	For
<p><i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i></p>							

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# WNS (Holdings) Limited

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
6	Reelect Judy Marlinski as Director	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: There is gender and racial diversity on the board. There is at least 30 percent diversity.</i>							
7	Approve Remuneration of Directors	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: Given that the fees paid to the directors have been disclosed and the proposed amount appears reasonable, a vote FOR this proposal is warranted.</i>							

## Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
WCM Investment Management, 6728029085	6728029085	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	2,017	2,017
			06/13/2024	06/13/2024	06/14/2024		
<b>Total Shares:</b>						<b>2,017</b>	<b>2,017</b>

## PARAMETERS

Location(s): Unitarian Universalist Association  
 Account Group(s): All Account Groups  
 Institution Account(s): All Institution Accounts  
 Custodian Account(s): All Custodian Accounts  
 Additional Policy: None  
 ADR Meetings: All Meetings  
 Ballot Statuses: All Statuses  
 Contrary Votes: All Votes  
 Date Format: MM/DD/YYYY  
 ESG Pillar: All Pillars  
 ESG Statistics Preference: Include Blended ESG Pillars  
 Header Display: Repeat Headers for Any Meeting Split by Multiple Pages  
 Markets: All Markets  
 Meeting ID's: All Meeting ID's  
 Meeting Types: All Meeting Types  
 PoA Markets: All Markets  
 Proposal Category: All Categories  
 Proposal Proponents: All Proponents  
 Proposal Subcategory: All Subcategories  
 Rationale: All Rationale  
 Recommendations: All Recommendations  
 Record Date Markets: All Markets  
 Reregistration Meetings: Include Reregistration Meetings  
 Shareblocking Markets: All Markets  
 Significant Vote: None  
 Sort Order: Meeting Date, Company Name  
 Vote Instructions: All Instructions  
 Voting Policies: All Policies  
 Zero (0) Share Ballots: Exclude 0 Share Ballots  
 Account Watchlist: None  
 Country Watchlist: None  
 Issuer Watchlist: None  
 Proposal Code Watchlist: None  
 Proposal Code Watchlist - Agenda Output: Include Exact Matches Only

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